

Case No: [REDACTED]

Organization Name: Delta Gamma

Charge Date: 2018-03-05

Hearing Date: March 26, 2018

- Incident report
- OSUPD report
- Notice of investigation/meeting request
- Cease & Desist
- Notice of charges
- Outcome letter



Type: **Housing-initiated report (UH)**  
Urgency: **Normal**

Incident Date: **2018-01-24**  
Incident Time: **12:00 AM**  
Incident Location: **Scott House**

Reported by

Name: [REDACTED]  
Title: **RA**  
Email: [REDACTED]  
Phone: [REDACTED]  
Address: **160 West Woodruff Ave**  
**[UNAUTHENTICATED]**

Involved Parties

[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
Alleged		Female	[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
Alleged		Female	[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
Witness		Female	[REDACTED]	[REDACTED]

Questions

Please provide a detailed description of the incident/concern using specific concise, objective language.

On January 23th 2018, at approximately 11:45 pm, Resident [REDACTED] came to the front desk of Scott to obtain a loaner ID for resident [REDACTED] stating that "she's too drunk to come down". Scott front desk OAs informed [REDACTED] that she could not get [REDACTED] ID without her there. [REDACTED] proceeded upstairs to bring both [REDACTED] and [REDACTED] to obtain the key. [REDACTED] and [REDACTED] came to the desk and hall director AARON MOORE.2542 was behind the desk and could smell the alcohol on both of the girls' breaths. MOORE.2542 then proceeded to ask the two girls for their ID's, to which they were reluctant to provide. MOORE.2542 then brought both girls' aside and tried to obtain their ID's. MOORE.2542 noticed that [REDACTED] and [REDACTED] were both intoxicated. [REDACTED] was stumbling, slurring her words, and incoherent. [REDACTED] did admit to MOORE.2452 that she has "2 drinks" and was out at house parties. After 3 attempts of getting [REDACTED] ID she finally provided it but would not let MOORE.2452 write down anything. [REDACTED] was argumentative towards MOORE.2452 and stated that he "can't take our ID's because it's illegal" and that his "shirt doesn't give him authority to take it." At that point, both RA's, [REDACTED] and [REDACTED], arrived on scene. Since the residents were being combative and refused to provide ID's even when they were warned that the police would be called if they refused to provide identification. RA [REDACTED] called OSU PD to arrive and mitigate the situation. OSU PD arrived and was able to obtain a BuckID [REDACTED] and a driver license from [REDACTED] because [REDACTED] had lost her BuckID. OSU PD then asked both the girls to go to their rooms and they complied [REDACTED] came back down and left the building to return back to her sorority, Kappa Kappa Gamma. This night was the first night of the new pledges being sorority girls and also is known as "Black Out Tuesday" since it is the first night that the girls are off their dry weeks after rushing. [REDACTED] is one of those new pledges into Kappa Kappa Gamma. Before the incident had occurred, the OAs reported that a resident brought [REDACTED]'s fake ID to the front desk, where RM [REDACTED] proceeded to shred the fake ID. The incident ended at approximately 12:15 am. Both [REDACTED] and [REDACTED] are charged with alleged alcohol violations. [REDACTED] will be charged with disorderly conduct by OSU PD.

Which of the following responded?

**Police**

Select the Primary overall category reflected in this incident report: (Required/Select Only One)

**Alcohol Related**

Select the Secondary category of this incident report: (Optional/Select Only One/Must Differ from Above)

Is there any additional relevant information to report?

If you selected a location other than a residence hall OR if you are documenting an issue that is not conduct related (facilities, mental health), please provide YOUR residence hall so this report is properly forwarded to the correct responding staff member.

**Scott House**

*Pending IR #00021830*

*Submitted from 164.107.42.218 and routed to Aaron Moore (Hall Director). Processed by routing rule #11.*

*Copies to:*

*bellini.5@osu.edu,kefalas.1@osu.edu,moore.2542@osu.edu,smith.11556@osu.edu,clemonsthompson.1@osu.edu,deguzman.12@osu.edu*



## The Ohio State University Police Division

901 Woody Hayes DR  
COLUMBUS, OH 43210  
Phone 614-292-2121 Fax 614-292-7953

### Incident / Offense Report 1-18-000374

Print Date/Time:  
1/24/2018 10:58

#### EVENT INFORMATION

Report No.: 1-18-000374      Local Report No:      Report Date/Time: 1/23/2018 23:58  
Type: UNDER2 Offenses involving underage persons      Event Date/Time: 1/23/2018 23:58 To: 1/23/2018 23:58  
Comment:  
Disposition: Closed-Completed

#### EVENT LOCATION

SCOTT HOUSE      Location Type: College  
160 W WOODRUFF AV      County: Franklin  
COLUMBUS, OH 43210      Map / Ref:  
Intersection:  
Beat / District: North Dorm Residence Halls      Zone / Area: North Dorms

#### ADMINISTRATION

Reporting Officer: CATRON, MATTHEW  
Entered By: CATRON, MATTHEW  
Approved By: Yankanin, Brandon  
Additional Approvals:

#### OFFENSE INFORMATION

Offense No.: 1    S    4301.69    Offenses involving underage persons  
Larceny Type:  
Degree: Misdemeanor-1st Degree      Attempted / Committed: C  
Location Type: College    Residential Facility  
Use of Force:  
Motive:  
Hate/Bias Crime: No Bias/Not Applicable      Intimidation (Hate Crime): No  
Target of Bias:      Domestic/Family Violence Involved: No  
Criminal Activity:  
Vehicle Method of Entry:  
Suspected of Using: Alcohol  
Weapon Used: None  
Arson:  
Coercion:  
Disposition:      Disposition Date:  
Clearance: Closed  
Cleared By: CATRON, MATTHEW      Cleared By Date: 01/24/2018

#### PERSON INFORMATION

COMP No.: 1      MOORE, AARON TYLER

SSN: \*\*\*\*\*      Date of Birth: [REDACTED]      Age: [REDACTED] YRS      Date of Emancipation: / /  
D.L. No.: [REDACTED]      State: OH Exp. Date: / /      Phone: [REDACTED]



The Ohio State University Police Division

901 Woody Hayes DR
COLUMBUS, OH 43210
Phone 614-292-2121 Fax 614-292-7953

Incident / Offense Report

1-18-000374

Print Date/Time:
1/24/2018 10:58

Place of Birth: Country: USA
Gender: M Race: W Hgt: 5' 10" Wgt: 142 To 142 Hair: BRO Eyes BLU
Residential Status: Staff Marital Status: N
Aggravated Assault/Homicide Circumstance: Statement Obtained:

EMPLOYER/SCHOOL INFORMATION

Company Info: SCOTT HOUSE
160 W WOODRUFF AV COLUMBUS OH 43210
Occupation: Hall Director Phone: 614-292-0320 Ext:

PERSON INFORMATION

SUSP No.: 1
SSN: Date of Birth: Age: YRS Date of Emancipation: / /
D.L. No.: State: Exp. Date: Phone:
Place of Birth: Country: USA
Gender: Race: Hgt: Wgt: Hair: Eyes
Residential Status: Marital Status:
Aggravated Assault/Homicide Circumstance: Statement Obtained:

PERSON INFORMATION

SUSP No.: 2
SSN:\*\*\*\*\* Date of Birth: Age: YRS Date of Emancipation: / /
D.L. No.: State: Exp. Date: / / Phone:
Cell:
Place of Birth: Country:
Gender: Race: Hgt: Wgt: Hair: Eyes
Residential Status: Marital Status: N
Aggravated Assault/Homicide Circumstance: Statement Obtained:

EMPLOYER/SCHOOL INFORMATION

Company Info: SCOTT HOUSE
160 W WOODRUFF AV COLUMBUS OH 43210
Occupation: Student Phone: 614-292-0320 Ext:

PERSON INFORMATION

VPR No.: 1 SOCIETY,
Society/ P OH 43210
SSN: Date of Birth: / / Age: Date of Emancipation: / /
D.L. No.: State: Exp. Date: / / Phone:
Place of Birth: Country:
Gender: M Race: W Hgt: 0' 0" Wgt: 0 Hair: Eyes
Residential Status: Unknown Marital Status: N
Aggravated Assault/Homicide Circumstance: Statement Obtained:



## The Ohio State University Police Division

901 Woody Hayes DR  
COLUMBUS, OH 43210  
Phone 614-292-2121 Fax 614-292-7953

**Incident / Offense Report**  
**1-18-000374**

Print Date/Time:  
1/24/2018 10:58

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**Narrative Type:** Log Narrative  
**Narrative Officer:** CATRON, MATTHEW

**Topic:**  
**Narrative Date/Time:** 1/24/2018 00:46

Male staff reports Offenses Involving Underage Persons by known suspects. Closed.

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**Narrative Type:** Supplement  
**Narrative Officer:** CATRON, MATTHEW

**Topic:**  
**Narrative Date/Time:** 1/24/2018 01:10

On January 23, 2018 at 2358 hours, I was dispatched to Scott House for two intoxicated persons. Upon arriving, I spoke with the Hall Director, Aaron Moore, who explained there were two intoxicated female students in the lobby, and he was concerned about their well-being. Further, Moore explained that the female students were refusing to identify themselves to Moore so he could help get them to their dorm room. Students [REDACTED] and [REDACTED] were in the lobby of Scott House. [REDACTED] is a resident of Scott House [REDACTED] and [REDACTED] lives at a sorority at 55 E. 15th Ave. Both [REDACTED] and [REDACTED] were found to be under the age of twenty-one.

[REDACTED] lost her BuckID and was unable to open the door to her dorm room. According to Moore, [REDACTED] became belligerent with hall staff when [REDACTED] and [REDACTED] went to the front desk to get a temporary BuckID. When [REDACTED] refused to identify herself to Moore, OSUPD was requested.

When I arrived, I observed that [REDACTED] and [REDACTED] were both intoxicated. Both had glassy, red eyes with large pupils. They both smelled of alcoholic beverages, and the smell became stronger when they spoke. [REDACTED] and [REDACTED] had slurred, lethargic speech. [REDACTED] had difficulty balancing when she stood to walk.

During the entire encounter, both students were argumentative with OSUPD and hall staff. They admitted to drinking at a house party. Later, they changed their story and said they had not been drinking. [REDACTED] needed to be told multiple times that she would be subject to arrest if she continued to be disorderly in the dorm or in public.

We obtained a temporary BuckID from the front desk and escorted the two students to [REDACTED] dorm room. Both students were referred to Student Conduct.

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**Narrative Type:** Student Conduct Referral  
**Narrative Officer:** CATRON, MATTHEW

**Topic:** Report Sent 1/24/18-LMC  
**Narrative Date/Time:** 1/24/2018 01:11

Refer to Student Conduct.

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February 15, 2018

Delta Gamma  
Sent electronically to [REDACTED]

**PERSONAL AND CONFIDENTIAL**

Regarding Case Number: [REDACTED]

To the members of Delta Gamma,

I am investigating whether Delta Gamma may have violated the following sections of the university's Code of Student Conduct:

- 3335-23-04 (J): Alcohol: Use, production, distribution, sale, or possession of alcohol in a manner prohibited under law or applicable University policy
- 3335-23-04 (I): Drugs: Use, production, distribution, sale, or possession of drugs in a manner prohibited under law or applicable university policy or facility policy. This includes, but is not limited to, the misuse of prescription drugs.
- 3335-23-04 (M): Hazing: Doing, requiring or encouraging any act, whether or not the act is voluntarily agreed upon, in conjunction with initiation or continued membership or participation in any group, that causes or creates a substantial risk of causing mental or physical harm or humiliation. Such acts may include, but are not limited to, use of alcohol, creation of excessive fatigue, and paddling, punching or kicking in any form.
- 3335-23-04 (B1) Endangering behavior: Taking or threatening action that endangers the safety, physical or mental health, or life of any person, or creates a reasonable fear of such action.

As a leader of the organization, you must contact Student Conduct by February 22, 2018 to schedule a preliminary conference with me. The purpose of this conference is twofold. First, I will explain and answer your questions about the Student Conduct process. Second, you will have the opportunity to explain what happened, to provide materials, and to identify other individuals with information about the alleged incident.

I encourage you to share any information or material you have related to this incident. You may bring one advisor and a registered co-leader (if applicable) to your preliminary conference. Your

advisor can be any person who is not involved as a witness or other participant in the case. Employees of the university's Student Advocacy Center (<http://advocacy.osu.edu>) are available to provide advisor services or other support throughout this process upon request. To find out more information about these services or to request advisor services, please e-mail the Student Advocacy Center at [advocacy@osu.edu](mailto:advocacy@osu.edu).

You will find the Code of Student Conduct and information about our process at <http://studentconduct.osu.edu>. Additionally, I have attached a Statement of Student Rights and a description of the university's Hearing Procedures to this letter. I also attached a copy of the Cease and Desist directive I sent a few minutes ago.

Students are responsible for requesting accommodations when they feel they are needed. Should you need an accommodation based on the impact of a disability during the Student Conduct process, please contact the university's ADA Coordinator's office at (614) 292-6207 (voice), (614) 688-8605 (TTY), [ada-osu@osu.edu](mailto:ada-osu@osu.edu), or visit <https://ada.osu.edu/>. One week's notice will allow for seamless access. Should you need additional time in order to seek any appropriate accommodation, please contact me immediately.

If you do not contact our office by February 22, 2018 to set your preliminary conference appointment, I may place a disciplinary hold on your university account. This hold could prevent you from scheduling classes; viewing grades; or receiving transcripts, diplomas or refunds. Please note that if you do not participate in our process, I may continue this investigation without your input. This could result in charges, a hearing, and sanctions if a violation is found.

To schedule your preliminary conference, please call Student Conduct at (614) 292-0748 between 8:00 a.m. and 5:00 p.m. Monday through Friday. Thank you in advance for your prompt attention to this matter.

Sincerely,

A handwritten signature in blue ink that reads "Kelly B. Smith". The signature is written in a cursive style with a large, looped "S" at the end.

Kelly B. Smith, J.D.  
Director

CC: Director of Sorority and Fraternity Life - Kim Monteaux De Freitas  
Ryan Lovell - Senior Director of Parent and Family Relations and Greek Life



### **Statement of Student Rights**

1. **Written notice of university charges** (3335-23-07 A.)
  - a. Students shall be notified of university charges in writing, unless a more effective form of notification is deemed appropriate. Charges may be presented in person, by placement in a student's residence hall mailbox, by email to the accused student's official university email address (which may direct the student to view the notice on a secure website), or by mail to the accused student's local or permanent address.
  
2. **Meeting with a University Official** (3335-23-07 C.)
  - a. Students are strongly encouraged to and shall be afforded the opportunity to meet with a university official for the purpose of explaining the university student conduct process and discussion of the charges.
  
3. **Hearing** (3335-23-08)
  - a. In all cases, a student charged with one or more violations of the code of student conduct has the right to a hearing.
  - b. [A] student may request in writing to have a decision as to appropriate action made administratively by a hearing officer rather than have the charges referred to a hearing officer or board for a hearing.
  - c. Following an administrative decision, the student retains the right to request an appeal of the original decision, but may do so only upon the ground that the sanction is grossly disproportionate to the violation committed.
  
4. **Notice of Hearing** (3335-23-09 A.)
  - a. If a hearing is to be held, written notification will be provided
  - b. The notice may be hand delivered; placed into a student's residence hall mailbox; sent by email to the accused student's official university email address, which may direct the student to view the notice on a secure website; or mailed to the last known address of the student, by first class mail, no fewer than ten (10) calendar days prior to the hearing
  - c. Unless already provided to the student, the notification will include the charge(s), date, time, and location of hearing, the designated hearing officer or board, a statement of the student's rights, and information on the hearing procedures.

5. **Postponement** (3335-23-09 B.)
  - a. The accused student may request a postponement for reasonable cause or a separate hearing from other accused persons. A request for a postponement for reasonable cause must be made in writing, include supporting rationale, and be received by the person sending the hearing notification at least two (2) business days before the scheduled hearing.
  
6. **Advisor** (3335-23-10 B.)
  - a. The accused student may have an advisor throughout the disciplinary process
  - b. The advisor may only counsel the student and may not actively participate in the disciplinary process, unless clarification is needed as determined by the hearing officer or board.
  
7. **Written statements and witnesses** (3335-23-10 C.)
  - a. The accused student:
    - i. May submit a written statement;
    - ii. May invite relevant factual witnesses to attend;
    - iii. May invite character witnesses to submit written statements;
    - iv. May ask questions of witnesses called by others;
    - v. Will be notified of potential witnesses to be called;
    - vi. Must submit a list of potential witnesses to the hearing officer at least two (2) business days prior to the hearing.
  
8. **Standard of Evidence** (3335-23-10 F.)
  - a. A student will only be found in violation if a preponderance of the evidence supports the charges.
  
9. **Attendance** (3335-23-11)
  - a. No inference will be drawn against a student for failing to attend a hearing or remaining silent.
    - i. The hearing will proceed and the conclusion will be based on the evidence presented.
  - b. No decision shall be based solely on the failure of the accused student to attend the hearing or answer the charges.

**10. Record of proceedings (3335-23-12)**

- a. A single record consisting of written notes, tape recording, or other method selected by the hearing board or officer, will be made of all hearings.
  - i. Such record will remain property of the university but will be made available to the accused for review during the appeal period.
- b. A written notice of the decision, and, if found in violation, information regarding appeal procedures will be provided to the accused student.

**11. Hearing Bodies (3335-23-13 B.)**

- a. The accused student has the right to accept responsibility for the charges, which will result in an administrative decision or choose to have a hearing.

**12. Hearing Bodies (3335-23-13 C.)**

- a. Students will generally be afforded the right to choose an administrative or a board hearing, except under special circumstances where, in order to ensure a fair and just process, the hearing officer may determine the appropriate hearing venue.

**13. Right to appeal (3335-23-18 A.)**

- a. A student found to have violated the Code of Student Conduct has the right to appeal the original decision.

**14. Right to appeal (3335-23-18 A.)**

- a. In cases involving charges related to sexual harassment, the victim may appeal the original decision in accordance with the appeals procedures provided in this section
  - i. Such charges include, but are not limited to, sexual misconduct and stalking.

### Hearing Procedures

#### **3335-23-10 Hearing procedures**

Although the procedural requirements are not as formal as those existing in criminal or civil courts of law, to ensure fairness, the following procedures will apply and, unless already provided to the student, be included within the hearing notice:

- A. **Attendance** – Attendance at hearings is limited to those directly involved or those requested by the hearing officer or board to attend. The hearing officer or board will take reasonable measures to assure an orderly hearing, including removal of persons who impede or disrupt proceedings
- B. **Advisor** – The accused student may have an advisor throughout the disciplinary process. The advisor may only counsel the student and may not actively participate in the disciplinary process, unless clarification is needed as determined by the hearing officer or board
- C. **Written statements & witnesses** – The accused may: submit a written statement invite relevant factual witnesses to attend, invite character witnesses to submit written statements, ask questions of witnesses called by others, and will be notified of potential witnesses to be called. The accused must submit a list of potential witnesses to the hearing officer at least two (2) business days prior to the hearing. The university may present witnesses as well as question those presented by the accused
- D. **Witness absence** – The hearing officer or board coordinator may allow written statements if, for good reason, a fact witness cannot attend the hearing
- E. **Consultants** – In cases requiring special expertise, the board coordinator may appoint individuals with appropriate expertise to serve as consultants to the board. The consultants may be present and provide information as called upon during the hearing but will not vote
- F. **Standard of evidence** – A student will only be found in violation if a preponderance of evidence supports the charges. In the event of a tie, the board will continue to deliberate. If after the board determines that exhaustive deliberations have occurred and a majority decision is not reached, the student will be found not in violation
- G. In cases where prompt review is essential (e.g., when graduation or the end of the academic year is imminent) the accused may be offered the option of an expedited administrative review consisting of an administrative decision or administrative hearing. The accused student may decline such expedited review without the expectation that the process can be completed on an expedited timeline.

February 15, 2018

Delta Gamma  
Sent electronically to [REDACTED]

**PERSONAL AND CONFIDENTIAL**

Regarding Case Number: [REDACTED]

February 15, 2018

Dear [REDACTED]:

Please read the attached letter from Doug Koyle, Asst. Vice President - Office of Student Life.

Sincerely,



Kelly B. Smith, J.D.  
Director

CC: Ryan Lovell - Senior Director of Parent and Family Relations and Greek Life  
Director of Sorority and Fraternity Life - Kim Monteaux De Freitas



February 15, 2018

Dear [REDACTED]

In accordance with the University's Student Organization Registration Guidelines, I have determined that there is reasonable cause to believe that the Epsilon Chapter of Delta Gamma has violated the rules, regulations, policies and procedures of The Ohio State University, as well as the terms of the Code of Student Conduct, in connection with incidents alcohol and other drugs, new member and sisterhood activities, and social events. As a result:

**I hereby order The Epsilon Chapter of Delta Gamma to immediately cease and desist all organization activity, pending a full investigation of this matter by Student Conduct.**

During the period of this Cease and Desist Order, The Epsilon Chapter of Delta Gamma may request to participate in essential activities only. Essential activities may include, but are not limited to, standing chapter/executive board meetings, and/or long standing philanthropic events. Social activities of any kind are NOT essential activities. **Please be aware that your peer organizations may be informed of this order.**

**List of Essential Activities.** I am instructing you to provide me a list of your organization's essential activities for the remaining portion of this semester including dates, times, locations, and the rationale behind why your organization believes the activity is essential to the operation of the Epsilon chapter. I will review your information and take your recommendations under advisement. Until then, you are not to engage in any activities.

**Complete Roster.** In addition to your list of essential activities, I am instructing you to provide a complete roster of your members, including any new members who have yet to be initiated and any members who have deactivated since August 25, 2017. This roster must include relevant contact information for each individual. Relevant contact information includes (if known to your organization): school rank, cell phone numbers and email addresses.

**Appeal.** You may appeal this Cease and Desist Order by submitting to Student Conduct, directed to me, a written statement of the reasons why you believe the Cease and Desist Order should be lifted, together with any supporting evidence that you deem relevant. Should you do so, I will review the appeal and advise you of my determination.

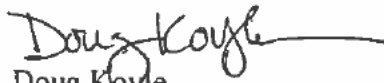
**Organization Notice.** I am instructing you to provide notice that your chapter has been placed on Cease and Desist to all members of your chapter, including new members. You must send this notice via email, with a copy to me at [koyle.l@osu.edu](mailto:koyle.l@osu.edu), within twenty-four hours of receiving

of this order. Your email must explicitly state that no further activities may occur unless they are essential activities approved in advance by me. Including a copy of this letter is advisable.

Failure to adhere to the terms of this Cease and Desist Order will subject the organization and participating individual members to further disciplinary action, including interim suspension, under the Code of Student Conduct for Failure to Comply with University Authority.

The List of Essential Activities, Complete Roster and Appeal (if there is one) are due by 4:30 P.M. on Friday, February 16, 2018. Direct all of these materials to me via email at [koyle.1@osu.edu](mailto:koyle.1@osu.edu), with a copy to Student Conduct at [smith.4941@osu.edu](mailto:smith.4941@osu.edu).

Sincerely,



Doug Koyle  
Assistant Vice President  
Office of Student Life

Cc:

Ryan Lovell – Sr. Director of Parent and Family Relations and Greek Life  
Kim Monteaux De Freitas – Director of Sorority and Fraternity Life  
Kelly Smith – Student Life – Student Conduct

March 8, 2018

Delta Gamma  
Sent electronically to [REDACTED]

**PERSONAL AND CONFIDENTIAL**

Regarding Case Number: [REDACTED]

Dear [REDACTED]:

I am writing to give you an update on your chapter's conduct case. At this stage of our investigation, there exists reasonable cause to issue charges. Charging does not, however, assume that your chapter is responsible for violating any sections of the code; it only causes the second half of our process to begin.

I have attached the Charge and Process form (CPF) to this email. Please review it carefully. If you would find it helpful to review our investigation packet before making a resolution decision, I can you with a secure web link to view the packet online. All you need do is email a request to me to see the packet. I can turn that around in a day.

**Advisors**

I encourage you to consult with your chapter's advisors and your E-Board. Additionally, you may consider consulting with staff at the Student Advocacy Center (<http://advocacy.osu.edu>) as you consider your options.

**Accommodations**

Students are responsible for requesting accommodations when they feel they are needed. Should you need an accommodation based on the impact of a disability during the Student Conduct process, please contact the university's ADA Coordinator's office at (614) 292-6207 (voice), (614) 688-8605 (TTY), [ada-osu@osu.edu](mailto:ada-osu@osu.edu), or visit <https://ada.osu.edu/>. One week's notice will allow for seamless access. Should you need additional time in order to seek any appropriate accommodation, please contact me immediately.

**Due Date**

After selecting your chapter's resolution option, please scan and email the CPF directly to me, fax it to my office at 614-292-2098, or drop it off in person. This form is due by 4:30 p.m. on March 15, 2018. Failure to return this form by the stated deadline will result in an Administrative Hearing.

Sincerely,



A handwritten signature in blue ink that reads "Kelly B. Smith". The signature is written in a cursive style and is enclosed within a light gray rectangular border.

Kelly B. Smith, J.D.  
Director

CC: Director of Sorority and Fraternity Life - Kim Monteaux De Freitas  
Ryan Lovell - Senior Director of Parent and Family Relations and Greek Life

PERSONAL AND CONFIDENTIAL

Regarding Case Number: [REDACTED]

CHARGE & PROCESS FORM

Name: **Delta Gamma**

**I. Charge:** Delta Gamma is alleged to be in violation of the following section of the Code of Student Conduct:

- 3335-23-04 (J): Alcohol: Use, production, distribution, sale, or possession of alcohol in a manner prohibited under law or applicable University policy
- 3335-23-04 (B1) Endangering behavior: Taking or threatening action that endangers the safety, physical or mental health, or life of any person, or creates a reasonable fear of such action.
- 3335-25-04 (M) Hazing: Doing, requiring, or encouraging any act, whether or not the act is voluntarily agreed upon, in conjunction with initiation or continued membership or participation in any group, that causes or creates a substantial risk of causing mental or physical harm or humiliation. Such acts may include, but are not limited to, use of alcohol, creation of excessive fatigue, and paddling, punching or kicking in any form.

Specifically, it is alleged that Delta Gamma encouraged, allowed or permitted its new members to consume alcohol the day after Bid Day (1/23/18). Further, some new members reported that active members of Delta Gamma, including their “Sailor Sisters,” provided the alcohol they consumed.

Encouraging new members to consume alcohol, especially in connection with the recent acceptance of bids, created a substantial risk of causing mental or physical harm or humiliation. The “voluntariness” of new members choosing to drink does not negate that risk.

Further, by failing to follow basic risk management practices (limiting alcohol to those 21 and older, monitoring total amount consumed, providing sober monitors, etc.), Delta Gamma endangered the health and safety of its members. Indeed, two new members level of intoxication upon returning to their residence halls necessitated a Residence Life and/or police response.

**II. Acceptance/Non-Acceptance of Responsibility:**

To resolve these charges, place your initials next to your selection.

\_\_\_\_\_ I accept responsibility for the violation(s) of the Code of Student Conduct as listed in Section I of this form. I request an Administrative Decision.

\_\_\_\_\_ I do not accept responsibility for one or more of the violations of the Code of Student Conduct as listed in Section I of this form. I request an Administrative Hearing before a University Hearing Officer.

\_\_\_\_\_ I do not accept responsibility for one or more of the violations of the Code of Student Conduct as listed in Section I of this form. I request a hearing before the University Conduct Board.

Failure to return this form by the stated deadline will result in an Administrative Hearing.

**III. Possible Sanctions:** If you are found in violation, please understand that you may be subject to formal reprimand, disciplinary probation, suspension, dismissal or any other sanction or combination of sanctions in the Code of Student Conduct.

You are strongly encouraged to consult with the Student Advocacy Center (<http://advocacy.osu.edu>) and/or your advisor of choice as you consider your options.

This form is due by 4:30 p.m. on March 15, 2018.

Signature: \_\_\_\_\_ Date: \_\_\_\_\_

March 29, 2018

Epsilon Chapter of Delta Gamma  
Sent electronically to [REDACTED]

**PERSONAL AND CONFIDENTIAL**

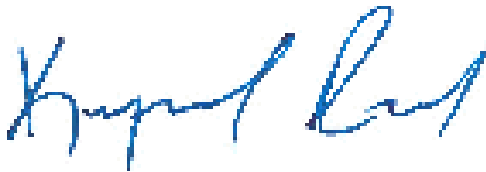
Regarding Case Number: [REDACTED]

March 29, 2018

Dear [REDACTED]:

The following includes Epsilon Chapter of Delta Gamma's outcome letter for the Administrative Hearing which took place on March 26, 2018. Please let me know if you have any questions.

Thank you,



Krystal Reeb  
Associate Director

CC: Ryan Lovell - Senior Director of Parent and Family Relations and Greek Life  
Director of Sorority and Fraternity Life - Kim Monteaux De Freitas  
Molly Peirano - Advisor, Delta Gamma Honor Board Advisor



March 29, 2018

██████████ - Epsilon Chapter of Delta Gamma ██████████  
Sent electronically to ██████████

**PERSONAL AND CONFIDENTIAL**

Regarding Case Number: ██████████

Dear ██████████

The Epsilon Chapter of Delta Gamma accepted responsibility for the following violations of the Code of Student Conduct during the March 26, 2018 Administrative Hearing:

- 3335-23-04 (J): Alcohol: Use, production, distribution, sale, or possession of alcohol in a manner prohibited under law or applicable University policy
- 3335-23-04 (B1): Endangering behavior: Taking or threatening action that endangers the safety, physical or mental health, or life of any person, or creates a reasonable fear of such action.

I am writing with my decision for the remaining charge:

- 3335-23-04 (M): Hazing: Doing, requiring or encouraging any act, whether or not the act is voluntarily agreed upon, in conjunction with initiation or continued membership or participation in any group, that causes or creates a substantial risk of causing mental or physical harm or humiliation. Such acts may include, but are not limited to, use of alcohol, creation of excessive fatigue, and paddling, punching or kicking in any form. – **IN VIOLATION**

I considered the following factors in determining appropriate sanctions:

- Delta Gamma's recent conduct history
- The exemplary partnership and response of ██████████ and members throughout the conduct process
- The severity of the violations when considered on a continuum

This outcome letter does not replace or nullify any sanctions or stipulations set forth by your organization's national headquarters, advisors, Sorority and Fraternity Life, the PHA, or The Ohio State University.

## **Disciplinary Sanction**

I am placing your chapter on disciplinary probation beginning immediately through May 5, 2019. Probation is a heightened state of warning that does not otherwise control or direct your chapter's functioning. Rather, probation supports the chapter's efforts to avoid additional violations, which could result in further disciplinary action including extended probation, suspension, or dismissal.

## **Interim Measures**

I have shared with Doug Koyle my recommendation that he lift the Cease & Desist directive effective upon your receipt of this outcome letter. Please note that absent this recommendation and approval by Mr. Koyle, the Cease & Desist remains in effect through the appeal period.

## **Educational Sanctions**

### **Progressive Social Privileges**

Progressive social privileges is an educational tool that provides your chapter with the opportunity to work through a set of planned social functions over several weeks to test your ability to host events in full compliance with risk management guidelines, state and local laws and statutes, and other applicable university policies.

Effective immediately, your chapter may not sponsor, host or participate in any meeting, philanthropy, or social event where alcohol is present. This prohibition extends to, but is not limited to, in-house socials, alumni events, catered socials, tailgates, (semi) formals, and third-party vendor location socials, regardless of proximity to Columbus.

Beginning September 21, 2018, your chapter may begin hosting events with alcohol according to the progressive schedule detailed below. Note that between events with alcohol, your chapter is required to host "dry" events. This progression will only begin and/or continue if your chapter has no further disciplinary action against them, and has complied with previous sanctions.

If your national organization requires smaller member to guest ratios for events with alcohol, your chapter must follow those rules. This sanction does not increase those ratios.

Your chapter must register all events, including events without alcohol, pursuant to Sorority and Fraternity Life and/or PHA guidelines.

### **Event One - Members Only Event – Permissible on or after September 21, 2018**

This first social event with alcohol must be a Members Only Event. The event MUST be limited to members of the organization only. This means that no one outside the organization can attend.

A majority (more than half) of the chapter must be present. This event must adhere to all risk management guidelines, state and local laws and statutes, and other applicable university policies. Your chapter MUST plan, coordinate, and implement this event collaboratively with your alumni board, chapter advisor, national organization, and any other organizations/offices you feel appropriate.

After the successful completion of the Members Only Event, your chapter must host a social event without alcohol where 80 percent of the entire chapter is present, preferably with other invited guests or another chapter.

After successful completion of Event One and the subsequent non-alcoholic event, your chapter is eligible to host additional Members Only events with alcohol.

## **Event Two - 1:1 Ratio Member/Non-Member Event – Permissible on or after November 1, 2018**

During this social event, alcohol is permitted with a 1:1 Ratio Member/Non-Member Event (i.e. tailgate or date party or event with a fraternity/sorority). A majority (more than half) of the chapter must be present. This event must adhere to all risk management guidelines, state and local laws and statutes, and other applicable university policies. Your chapter MUST plan, coordinate, and implement this event collaboratively with your alumni board, chapter advisor, national organization, and any other organizations/offices you feel appropriate. This event assumes successful implementation of progressive social privileges up to this point.

After the successful completion of the 1:1 Ratio Member/Non-Member Event, your chapter must host a non-alcohol social event where 80 percent of the entire chapter is present, preferably with other people or another chapter. After successful completion of Event Two and the subsequent nonalcoholic event, your chapter is eligible to host additional 1:1 ratio and member only events.

## **Event Three - 1:2 Ratio Member/Non-Member Event – Permissible on or after December 1, 2018**

During this social event, alcohol is permitted and your chapter may not exceed a 1:2 Ratio Member/Non-Member Event (i.e. tailgate or date party or event with a fraternity/sorority). A majority (more than half) of the chapter should be present. This event must adhere to all risk management guidelines, state and local laws and statutes, and other applicable university policies.

Your chapter MUST plan, coordinate, and implement this event collaboratively with your alumni board, chapter advisor, national organization, and any other organizations/offices you feel appropriate. This event assumes successful implementation of progressive social privileges up to this point.

After the successful 1:2 Ratio Member/Non-Member Event – your chapter must host a non-alcohol social event where 80 percent of the entire chapter is present, preferably with other people or another chapter. After successful completion of Event Three and the subsequent non-alcoholic event, your chapter is eligible to host additional 1:2, 1:1 ratio and member only events.

## **Event Four - 1:3 Ratio Member/Non-Member Event – Permissible on or after February 1, 2019**

During this social event, alcohol is permitted and a 1:3 Member/Non-Member ratio must not be exceeded (i.e. tailgate or date party or event with a fraternity/sorority). A majority (more than half) of the chapter should be present. This event must adhere to all risk management guidelines, state and local laws and statutes, and other applicable university policies. Your chapter MUST plan, coordinate, and implement this event collaboratively with your alumni board, chapter advisor, national organization, and any other organizations/offices you feel appropriate. This event assumes successful implementation of progressive social privileges up to this point.

After the successful 1:3 Ratio Member/Non-Member Event – your chapter must host a non-alcohol social event where 80 percent of the entire chapter is present, preferably with other people or another chapter. After successful completion of Event Four and the subsequent non-alcoholic event, your chapter is eligible to host additional 1:3, 1:2, 1:1 ratio and member only events.

## **Risk Management Event Checklist**

The chapter must identify all applicable policies, rules, guidelines and expectations placed on your chapter by your national organization, PHA, Sorority and Fraternity Life and any other authorities.

- Using these documents identify all risk management policies and/or rules that must be followed when putting on an event where alcohol will be present.

- With this information, prepare a checklist that can be used in the preparation and execution of an event to ensure all risk management policies and/or rules are followed. (e.g., registering the event with SFL, using a guest list, identifying under 21, etc.)
- The checklist should include suggested deadlines to complete an item before the event date. (e.g., order wristbands three weeks before the event)

The chapter must submit the checklist, along with copies of all applicable rules and/or policies, to Student Conduct, no later than 4:00 p.m. on August 21, 2018. Failure to meet this requirement will result in an extension of the prohibition against events with alcohol. I encourage you to use this for every event.

### **Informative and Interactive Session**

Your chapter must request a (minimum) two hour informative and interactive session from Student Legal Services (SLS) that includes an examination of the risks associated with underage drinking and hosting events with alcohol. This will lead into a discussion on ancillary risks associated with irresponsible alcohol consumption such as sexual assault, the need to protect your record for future employment and graduate school options, and treatment options for suspected drug or alcohol addictions.

Your chapter must provide SLS with a roster of its complete membership so that SLS can confirm attendance by all members with Student Conduct.

Student Legal Service's status as a non-profit organization likely prevents it from charging your chapter for this service. Understanding that the work product SLS would deliver your chapter is valuable; your chapter—in order to recognize that value—will make a donation no less than \$150.00 to one of the following entities in honor of SLSs' dedication to the Ohio State community:

- The Legal Aid Society of Columbus
  - Court Appointed Special Advocates of Franklin County
- Your chapter is free to suggest a different recipient of that donation, so long as the recipient is an organization that provides legal or social services to residents of Franklin County.

If SLS is not able to provide this service or if your chapter chooses, your chapter may hire a lawyer or law firm to provide this informative session, so long as you provide me with the name and contact information of the lawyer and law firm at least 20 days in advance of the session so that I can confirm the lawyer or firm has the practice experience to deliver the expected content.

To document completion of this sanction, the chapter must deliver the following:

- An email identifying the date and time of the presentation, its location and audience.
- A summary of the discussion your chapter holds after the presentation identifying the key takeaways on establishing best practices to reduce risk.

By email to [reeb.47@osu.edu](mailto:reeb.47@osu.edu) no later than 4:00 p.m. on September 28, 2018.

### **New Member Process Plan and Presentation**

Your chapter will review and revise its new member process. The goal is to produce a New Member Process Plan that creates an extraordinary new member experience that aligns with Delta Gamma's standards and values.

You will identify the purpose of the new member process (e.g., goals, experiences, learning outcomes) and evaluate how you can enhance the experience. You will identify high-risk portions of the process (e.g., bid week, Big and Little reveal, initiation week) that have traditionally involved alcohol or other drugs, hazing, or other



endangering behavior. I expect you to incorporate and address all applicable risk management requirements in your plan.

You will develop a plan that aligns the process with your intended purpose, while reducing the opportunities for high-risk situations to derail that purpose. To prevent hazing and/or endangering behavior, you must include alternative or new events during the identified high-risk portions. For example, if the day after bid-day is when members have traditionally participated in high-risk behavior with new members in order to establish a bond, you would plan a fun and engaging event to facilitate bonding that follows risk management requirements.

Prior to implementing, and no later than October 5, 2018 at 4:00pm, you will email me at [reeb.47@osu.edu](mailto:reeb.47@osu.edu) a copy of the plan. I may require a follow-up meeting to discuss your review and proposed plan prior to its implementation.

Upon approval, you will implement the plan during the next allotted recruitment period. During the implementation, you are to observe and reflect on the process in order to be able to articulate what you have learned from the experience and areas you would like to improve in the future.

Before May 5, 2019, your chapter will give a 60-minute presentation to staff from Student Conduct and Sorority and Fraternity Life on the topic of *Enhancing the New Member Experience*.

You should present information that your chapter learned from this experience and the SLS presentation. What worked? What didn't? What adjustments will you make next year? What can you do to continue to shift the culture to accepting events and/or celebrations without alcohol?

Please prepare slides and/or other materials for 20 minutes. The following 40 minutes is reserved for discussion between your chapter leaders and the staff present. While your entire membership should contribute to the presentation, only the executive board is required to attend the presentation.

You must call 614-292-0748 to schedule your presentation at least two weeks in advance of your intended presentation date.

## **Summary of Due Dates**

Here is a summary of important dates found in this outcome:

- Disciplinary Probation: Effective immediately through the Spring 2019 semester
- Risk Management Event Checklist due – August 21, 2018
- Informative & Interactive Session
  - Presentation Confirmation and Summary due September 28, 2018
- New Member Process Plan and Presentation
- New Member Process Plan due prior to the new member process and no later than October 5, 2018
- New Member Process Presentation due before May 5, 2019
- Progressive Return of Social Privileges
  - First event with alcohol present – members only – September 21, 2018
  - First event with guests 1:1 ratio – November 1, 2018
  - First event with guests 1:2 ratio – December 1, 2018
  - First event with guests 1:3 ratio – February 1, 2019

## **Requests for Extensions and Modifications**

Any request for an extension or a modification of any required sanction must come from the chapter president to [reeb.47@osu.edu](mailto:reeb.47@osu.edu). That request must contain a detailed explanation of the reason for the request.

## Staffing Change

Should Student Conduct no longer employ me or if my role were to change, another staff member will monitor sanction completion. To account for such a change, please include the general Student Conduct email address on all sanction items describe above. That address is [studentconduct@osu.edu](mailto:studentconduct@osu.edu).

## Appeal

For appeals related to charges in which you accepted responsibility, you may only appeal on the basis that the disciplinary sanction imposed is grossly disproportionate to the violation committed. You may appeal on any ground for charges in which you did not accept responsibility. To do so, you must submit your appeal in writing, directed to the Senior Vice President for Student Life, no later than 4:00 p.m. on April 5, 2018. Use the online appeal form found at <https://go.osu.edu/appeals> to submit your appeal. You may also submit a written appeal using the form attached to this letter. Please turn in that signed form along with any relevant documentation to the Office of Student Conduct, 550 Lincoln Tower, 1800 Cannon Dr., Columbus, OH 43210, by the deadline. If you do not submit an appeal, this decision will be effective at the end of your appeal period.

You are strongly encouraged to consult with the Student Advocacy Center (<http://advocacy.osu.edu>) and/or your advisor of choice as you consider your options, including the possible impact that any assessed sanctions may have on you and your status as a student at the university. Additionally, students are responsible for requesting accommodations when they feel they are needed. Should you need an accommodation based on the impact of a disability during the Student Conduct process, please contact the university's ADA Coordinator's office at 614-292-6207 (voice), 614-688-8605 (TTY), [ada-osu@osu.edu](mailto:ada-osu@osu.edu), or visit <https://ada.osu.edu>. One week's notice will allow for seamless access. Should you need additional time in order to seek any appropriate accommodation, please contact me immediately.

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,



Krystal Reeb  
Associate Director

cc: Kim Monteaux De Freitas – Director of Sorority and Fraternity Life  
Ryan Lovell – Sr. Director of Parent and Family Relations and Greek Life  
Molly Peirano – Delta Gamma Honor Board Advisor