



Type: **Alcohol violation**
Urgency: **Normal**

Incident Date: **2017-09-21**
Incident Time: **evening**
Incident Location: **Off campus I was informed by mother of student via phone incident took place off campus.**

Reported by

Name: **Lorraine Pennyman**
Title: **Director, Leadership & Engagement**
Email: **pennyman.4@osu.edu**
Phone: **614-292-6694**
Address: **210 W. Woodruff Ave**
[Authenticated as Lorraine Pennyman]

Involved Parties

[REDACTED] ()		[REDACTED]
Victim	[REDACTED]	
[REDACTED] ()		[REDACTED]
Other	[REDACTED]	

Narrative Information and Notifications

Please provide a description of the incident.

Email I sent to Kelly Smith.4941 9/22/17 1:46PM

Good afternoon Kelly, I just received a call from a parent concerning her daughter and the student organization-Pi Sigma Epsilon. She reached out to me because I am their advisor. The mother stated, her daughter was attending a celebration event last night for new members and was rushed via ambulance to hospital due to alcohol consumption. The daughter was released during the night, went to friend's apartment and then eventually back to her residence hall. The mother believes this was a hazing situation and is upset no one from the university contacted her.

After Meeting with [REDACTED] around 2:00pm 9/22/2017:

[REDACTED] came to my office this afternoon and informed of last night's incident. I instructed him to visit Student Advocacy and told him [REDACTED] that I will be submitting report.

What other departments have been notified?

Other Student Life or university department or office

If you would like to provide additional information about others notified, such as the name of the department or of a specific individual, you may do so here:

I have forwarded email I sent Kelly Smith to Karen Kyle.41@osu.edu. I have met with my direct supervisor Melinda McDonald.18@osu.edu, Executive Director of UG Programs within Fisher College of Business.

If you are submitting this report anonymously, what action or resolution are you hoping will result?

September 29, 2017

PI Sigma Epsilon
Sent electronically to [REDACTED]

PERSONAL AND CONFIDENTIAL

Regarding Case Number: [REDACTED]

To the members of PI Sigma Epsilon,

An Ohio State University staff member provided information to our office that describes conduct by Pi Sigma Epsilon on September 21, 2017. I am investigating whether this conduct 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 (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 October 2, 2017 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. In particular, I am requesting you to provide me with a complete roster of all your members, including your newest members or applicants/candidates for membership. Email the roster to me at smith.4941@osu.edu.

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.

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.

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, 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 October 2, 2017 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 and is positioned above a light gray rectangular background.

Kelly B. Smith, J.D.
Assistant Director

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.

October 5, 2017

Pi Sigma Epsilon
Sent electronically to [REDACTED]

PERSONAL AND CONFIDENTIAL

Regarding Case Number: [REDACTED]

October 5, 2017

Dear [REDACTED]:

Please read the attached letter from the Assistant Vice President of Student Life. You may call me with questions. We will also talk about this at our meeting next week.

Sincerely,



Kelly B. Smith, J.D.
Assistant Director

CC: Jen Pelletier - Student Life - Student Activities
Loraine Pennyman - Fisher College of Business
Joan E. Rogala - Pi Sigma Epsilon, CEO
Sarah Steenrod - Fisher College of Business



October 5, 2017

Dear [REDACTED]:

In accordance with the University's Student Organization Registration Guidelines, I have determined that there is reasonable cause to believe that the Gamma Nu Chapter of Pi Sigma Epsilon ("Gamma Nu Chapter") 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 incidents involving alcohol, social events, and new member activities during this academic year. As a result:

I hereby order the Gamma Nu Chapter of Pi Sigma Epsilon to immediately cease and desist all organization activity, pending a full investigation of this matter by Student Conduct.

During the period of your Cease and Desist Order, the Gamma Nu Chapter may **request** to participate in essential activities only. Essential activities may include, but are not limited to, standing meetings, leadership retreats, service activities, and/or some philanthropies. 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 Gamma Nu Chapter. I will review your information and take your recommendations under advisement. Until then, you are not to engage in any activities.

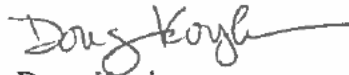
Complete Roster. In addition to your list of essential activities, I am requesting a complete roster of your members, including any new members who participated in recruitment this semester and any members who deactivated since August 1, 2016. This roster must include relevant contact information for each individual. Relevant contact information includes school rank, cell phone numbers, local mailing addresses, 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 without undue delay.

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 Monday, October 9, 2017. Direct all of these materials to me via email to Student Conduct (studentconduct@osu.edu) by 4:30 P.M. on Monday, October 10, 2017.

Sincerely,



Doug Koyle
Assistant Vice President
Office of Student Life

Cc: Jenn Pelletier – Student Life – Student Activities
Lorraine Pennyman – Fisher College of Business
Sarah Steenrod – Fisher College of Business
Joan E. Rogala – Pi Sigma Epsilon, CEO
Kelly Smith – Student Life – Student Conduct

October 27, 2017

Pi Sigma Epsilon
Sent electronically to [REDACTED]

PERSONAL AND CONFIDENTIAL

Regarding Case Number: [REDACTED]

October 27, 2017

[REDACTED]

At this stage in our investigation, there exists reasonable cause to issue charges under the Code of Student Conduct. Please review the attached Charge and Process Form carefully. You must return the completed Charge and Process Form to our office by 4:30 P.M. Monday, November 6, 2017. Should you fail to return the form on time, we will schedule an Administrative Hearing to resolve the charges.

Investigation Packet

We will make the investigation packet available for your review beginning Wednesday, November 1, 2017. Please call our office at 614-292-0748 to schedule an appointment to review the packet. We encourage you to bring a co-leader and an advisor with you to review the packet. You may only review the packet in our office, but if your advisor cannot travel to Columbus, we can consider arranging a temporary secure web link for your advisor to use while you are in our office.

Additional Materials

As we have previously explained, your organization may provide materials for our consideration. Issuing charges does not change that. You may *still* submit materials. We can continue to add relevant materials to the investigation packet. Should there be a hearing to resolve any or all of the charges, the investigative packet becomes the hearing packet used by the Administrative Hearing Officer or the University Conduct Board to reach an outcome in addition to considering testimony offered during a hearing. We ask you to submit all materials no later than five business days before a hearing.

Resources

As always, we encourage you to consult with an advisor of your choice or with the Student Advocacy Center (<http://advocacy.osu.edu>) as you consider your options. 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, 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.

Cease and Desist

At this stage in our process, I will compare the results of our investigation to the risks presented in the initial allegations, which prompted the Cease and Desist directive from the Vice President of Student Life's office. I will inform you in a separate letter of any modifications I recommend as a result of that comparison. Please understand that the authority to modify or remove the Cease and Desist directive remains with the Vice President of Student Life's office and that any changes to the Cease and Desist directive can be rescinded should additional information or new allegations come to light.

Questions

If you have questions about resolution options, including hearing choices and procedures, I encourage you to call or email me or Ms. Bailey.

Sincerely,

A handwritten signature in blue ink that reads "Kelly B. Smith". The signature is written in a cursive style and is positioned above a light gray rectangular background.

Kelly B. Smith, J.D.
Assistant Director

PERSONAL AND CONFIDENTIAL

Regarding Case Number: [REDACTED]

CHARGE & PROCESS FORM

Name: The Gamma Nu Chapter of Pi Sigma Epsilon (“PSE”)

I. Charge: PSE 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 (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.

Specifically, it is alleged that on September 21, 2017, SPE encouraged new members to attend an event called “Family Crawl,” during which new members visited three off campus houses. SPE provided alcohol at each house – paid for by organization funds – for all participants, including the new members, the majority of whom were under the age of 21.

Two new members, [REDACTED], drank alcohol during the Family Crawl event and became intoxicated such that they required medical attention and were taken to the OSUMC Emergency Department. One went directly from the party and another was transported from his residence hall after existing members walked him home and left him in his residence hall room.

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 Wednesday, November 1, 2017.

Signature: _____ Date: _____

November 1, 2017

Pi Sigma Epsilon
Sent electronically to [REDACTED]

PERSONAL AND CONFIDENTIAL

Regarding Case Number: [REDACTED]

November 1, 2017

Dear Pi Sigma Epsilon:

I am sending you an updated Charge and Process Form that you will find attached to this letter. It has the correct deadline date of Monday, November 6, 2017 at 4:30 PM. Please contact Kelly Smith (smith.4941@osu.edu) or myself (bailey.1347@osu.edu) if you have any additional questions.

Sincerely,



Katie Bailey
Hearing Officer

CC: Asst. Dir. of Student Conduct - Kelly Smith, J.D.

PERSONAL AND CONFIDENTIAL

Regarding Case Number: [REDACTED]

CHARGE & PROCESS FORM

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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 Monday, November 6, 2017.

Signature: _____ Date: _____

PERSONAL AND CONFIDENTIAL

Regarding Case Number: [REDACTED]

CHARGE & PROCESS FORM

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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 Monday, November 6, 2017.

Signature: _____ Date: _____

November 17, 2017

Pi Sigma Epsilon
Sent electronically to [REDACTED]

PERSONAL AND CONFIDENTIAL

Regarding Case Number: [REDACTED]

Dear Pi Sigma Epsilon:

I'm writing to notify you of the outcome of your University Conduct Board Hearing. We held the hearing on November 16, 2017. After a review of the testimony and evidence, the University Conduct Board reached the following finding(s):

- 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
- 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
- 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. -- In violation

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

Disciplinary Probation: Pi Sigma Epsilon has been placed on disciplinary probation beginning November 16, 2017 through May 5, 2019, 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.

Social Events and Alcohol: From November 16, 2017 to December 16, 2018, Pi Sigma Epsilon **may not** host, sponsor, or participate in any activity which is primarily social in nature, and in any way involves the purchase, consumption, or distribution of alcohol. Should Pi Sigma Epsilon wish to host other events that are not primarily social in nature (e.g. the charity golf outing or end of year banquet described during the hearing) that may involve alcohol, Pi Sigma Epsilon must seek out and receive authorization from the Office of Student Conduct. This request for authorization must include a description of the event, and the steps that Pi Sigma Epsilon will take to manage and mitigate any risk related to the presence and consumption of alcohol at these events.

Risk Management Plan and Presentation: During the hearing, an incoming member of the Pi Sigma Epsilon leadership described plans for the creation of a new risk management plan, as well as the creation of a new leadership position and committee focused on the work of risk management. Pi Sigma Epsilon will create a comprehensive document describing both the responsibilities of these new positions, and the risk management plans and procedures that the organization will utilize. You are strongly encouraged to consult with your national headquarters, as well as Student Activities and the Office of Student Conduct here at Ohio State as you craft this new risk management plan.

Once you have completed your risk management plan, you must prepare a presentation divided into two parts. The first half of the presentation should document and explain the steps taken to create these new risk management positions and the organization's formal risk management plan. The second half of this presentation should draw inspiration from a sales presentation, aimed at convincing your audience to adopt similar risk management plans and structures. Working with Student Conduct and Student Activities, you will arrange to give this presentation to the leadership of the other professional/business fraternities within the Fisher College of Business.

Your new risk management plans and presentation must be completed and submitted for approval by the Office of Student Conduct by the end of the Spring 2018 semester. Once your plan and presentation have been approved, you will work with Student Activities and the Fisher College of Business to arrange for and schedule your presentation to the other professional/business fraternities. This presentation must be completed prior to the start of any recruitment or new member activities in the Fall Semester, 2018.

National Headquarters Sanctions: The University Conduct Board supports the sanctions provided by Pi Sigma Epsilon's national headquarters (attached, for reference) and expects that the organization will comply with these sanctions. You must provide documentation verifying your completion of each sanction to the Office of Student Conduct.

You have the right to appeal this decision to the Senior Vice President of Student Life. You must submit your appeal no later than 4:00 pm on November 28, 2017. To submit an appeal, use the online appeal form found at <http://studentconduct.osu.edu/for-students/understanding-the-student-conduct-process/appeals/> You may also submit a written appeal, using the form attached to this letter 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. If you have any questions, call (614) 292-0748 prior to the expiration 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.

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, 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,

A handwritten signature in blue ink, appearing to be "J. Majarian".

Jeffrey A. Majarian
Assistant Director

STUDENT CONDUCT APPEALS

Student Appeals

- A student or organization found to have violated the Code of Student Conduct has the right to appeal the original decision. **The appeal is not intended to re-hear or re-argue the same case, and is limited to the specific grounds outlined below.** The appeal must state the specific grounds for the appeal and should include all supporting documentation. The appeal must be postmarked or hand delivered to the appropriate appeal officer, or sent via email, **by the deadline provided in the decision letter**, which is usually five (5) working days after the date on which notice of the decision is sent to the student. Each student or organization shall be limited to one appeal. **The decision of the appeal officer is final.**
- In cases involving charges relating to sexual harassment as defined in applicable university policy, the victim may appeal the original decision. Such charges include, but are not limited to, sexual misconduct and stalking.
- A student who (or organization that) has accepted responsibility (Administrative Disposition) for violating the Code of Student Conduct waives the right to appeal, except on the basis that the disciplinary sanction is grossly disproportionate to the violation(s) committed.
- Each party shall be limited to one appeal. The decision of the appeal officer is final.

Grounds for appeal

An appeal may be based only upon one or more of the following grounds:

1. Procedural error that resulted in material harm or prejudice to the student (i.e., by preventing a fair, impartial, or proper hearing). Deviations from the designated procedures will not be a basis for sustaining an appeal unless material harm or prejudice results;
2. Discovery of substantial new evidence that was unavailable at the time of the hearing, and which reasonably could have affected the decision of the hearing body; or
3. Disciplinary sanction imposed is grossly disproportionate to the violation(s) committed, considering the relevant aggravating and/or mitigating factors.

Non-attendance by the accused student may not be the sole grounds for an appeal. Dissatisfaction with a decision is not grounds for appeal.

Appeal Procedure

1. Complete the Appeal Request Form, including signing the form.
2. If applicable, attach supporting documentation.
3. Turn in the signed form and any added documentation to Student Conduct by the deadline. Student Conduct will ensure that the appeal officer receives the appeal and the record of the case.
4. Students neither meet with nor make oral presentations to the appeal officer, except at the request of the appeal officer in order to obtain relevant information.
5. Students who do not submit their appeals by the date/time specified in their decision letter waive their opportunity to appeal.
6. Students who do not provide information concerning the basis of their appeal waive their opportunity to an appeal.

APPEAL REQUEST FORM

Name: _____ Student ID#: _____

Phone: _____ Email: _____

I am the: _____accused student _____victim in a sexual harassment/violence case

I am basing my appeal on one or more of the following reasons [If you check a basis, you must provide facts, documentation or perspective that supports your appeal. It is important to provide information that is as detailed and accurate as possible, so that the appeal officer can make an informed decision regarding the appeal. You may attach additional sheets as needed].

_____1. Procedural error that resulted in material harm or prejudice to the student (i.e. by preventing a fair, impartial, or proper hearing). Deviations from the designated procedures will not be a basis for sustaining an appeal unless material harm or prejudice results.

Please identify the procedural error(s) that took place and how the error(s) prevented a fair, impartial or proper hearing.

_____2. Discovery of substantial new evidence that was unavailable at the time of the hearing, and which reasonably could have affected the decision of the hearing body.

Please describe the new evidence and, if appropriate and possible, attach it to this appeal. Indicate why the information was not provided at the time of the hearing. Also indicate why the information is sufficient to alter the original decision in the case.

____3. Disciplinary sanction imposed is grossly disproportionate to the violation(s) committed, considering the relevant aggravating and/or mitigating circumstances.

Please explain how the sanction is grossly disproportionate to the violation (i.e. unreasonably harsh or light, given all of the relevant circumstances).

I certify that the information presented in my appeal is accurate, to the best of my knowledge. I understand that providing false information is a violation of the Code of Student Conduct and subject to disciplinary charges.

Signature _____ Date _____

For Student Conduct Staff:

Received by: _____ Time _____

Date Stamp:

Delivered to Appeal Officer

Date _____



YOUR BUSINESS ADVANTAGE
FOR LIFE

October 10, 2017

Pi Sigma Epsilon - Gamma Nu

Chapter Attn: [REDACTED]

To the Members of PSE-Gamma Nu Chapter:

The National Council of Pi Sigma Epsilon has been alerted to underage drinking and hazing allegations made against the Gamma Nu chapter, in direct violation of the PSE Risk Management policy which states that these activities are "not consistent with academic achievement, fraternal law, ritual or policy, or the regulations and policies of the educational institution, or applicable state law."

The Gamma Nu chapter received the Top Gold Award in April 2017, recognizing your hard work and achievements as the top PSE chapter in the nation. Underage drinking and hazing allegations do not represent the principles of the Fraternity and the high standards of Top Gold recognition.

Therefore, and effective immediately, the Gamma Nu Chapter is on probation. This probation will end no sooner than when all following have been completed:

1. Comply with all terms set forth by the Ohio State University Cease and Desist Order and any subsequent requirement set forth by the University related to this matter;
2. [REDACTED] membership in the Fraternity will remain intact;
3. Chapter to set aside time during the next regularly-scheduled chapter meeting to review in detail the PSE Risk Management Policy with the entire chapter membership;
4. Chapter to schedule a professionally-lead educational program during a chapter meeting on the topic of alcohol consumption;
5. Chapter to prepare and present an educational program during the 2018 PSE National Convention using this experience in a case-study format; Chapter will work with PSE Headquarters staff in the development of the educational program learning objectives and presentation format.
6. Chapter to provide a written plan with a timeline within 30 days of the date of this letter outlining the details of this incident (what happened, the impact it has had on the chapter and its members, what the chapter has learned and how Gamma Nu plans to move forward to eliminate hazing and alcohol consumption from its culture) and specific plans to achieve the above requirements.

While on probation, and with the expressed consent of the Ohio State University administration, Gamma Nu members may continue to hold chapter- sponsored professional programs, service activities, and fundraising events. Unless otherwise stipulated by the University, chapter recruitment activities may continue as long as the terms of probation outlined here are strictly followed.

Throughout the term of Gamma Nu's probation, members are strictly prohibited from participating in the following chapter-sponsored activities/events:

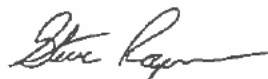
- Socials, final banquet, senior send-off, Greek Week, homecoming, tailgating, and similar activities that are primarily social in nature

In Addition, while on probation, the chapter is ineligible to receive Fraternity awards and scholarships. (The chapter may apply to participate for experience and will be given the opportunity for an exhibition presentation, on a space-available basis.)

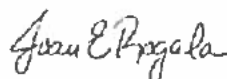
Individual members will be allowed to compete in the Pro-Am Sales Competition for the invaluable experience and networking with PSE Corporate Partners, but are ineligible to win or place in the competition.

Failure to comply with any portion of this performance improvement plan, including predetermined deadlines, will result in immediate revocation of the chapter's charter. Please contact the National Council via the PSE CEO if clarification is required.

Fraternally,



Steve Rogers
PSE National President



Joan Rogala
PSE CEO



Kristin Pearson
Communications Manager
& Chapter Consultant