

From: [REDACTED]
Sent: Saturday, September 02, 2017 12:36 AM

To: abirney@sae.net; ethompson@sae.net; Adams-Gaston, Javaune <adams-gaston.1@osu.edu>; President Michael V. Drake <drake.379@osu.edu>; Metzelaars, Gretchen <metzelaars.1@osu.edu>; Page, Matt <page.324@osu.edu>

Cc: Lovell, Ryan <lovell.113@osu.edu>; Hartwig, Hunter <hartwig.24@osu.edu>; Thomas, James <thomas.1714@osu.edu>; Hall, Katie <hall.738@osu.edu>; Uhrig, Kellie J. <uhrig.3@osu.edu>; Thompson, Blake <thompson.2061@osu.edu>

Subject: Hazing going on at Ohio State University Ohio Theta Chapter SAE and other Fraternities

As I have waited months to write this, my son, who pledged SAE during the Spring at Ohio State, has told me about all the hazing that goes on with fraternities at Ohio State especially SAE.

His Pledge Educator has told them that if they ever break the creed, that they would be black balled, there would be "hell to pay" , and their social lives would be ruined forever at Ohio State.

As a parent who is paying money for this Fraternity as well as the \$100,000 which is costs to go to OSU, I think that academics should come first, not Fraternity. Here is what has gone on Spring Semester. I have also heard from my son, that this Fall' s pledge class is getting hazed even worse.

1. Physical abuse: pledges are doing wall sits, planks, but after chugging **bottles and bottles** of liquor. Not just a beer here and there. Pledges are vomitting all over the place then they have to clean it up. Some pledges black out, fall, get concussions, this occurs during the school week. This is not even close to "Hell Week" .
2. Missing Class on a regular basis: During the week pledges are assigned to clean the house, which is okay, however, if their time is scheduled during a class, they are to miss the class or face extra physical hazing.
3. Heavy Drug Use: There are major drug dealers inside this chapter. (actually every fraternity) Not just marajuana, any drug you want. Strangers come off the streets knock on the door of the chapter house, which belongs to the University, and request names of brothers that are dealing.
4. Drugs slipped into pledges drinks on purpose: Many brothers will slip drugs into the drinks of pledges just to see them freak out, vomit, make fools of themselves.

5. As I accept a pledge program of actively getting to know the members, I do not accept physical, mental, or social abuse! Your safety policy indicates the same.

6. I am speaking for many other moms of this chapter. If something is not done to clean this up, we will go to the press. Please talk to the leaders, the Executive Board, of this Chapter as well as the Executive Board of the Greek System. It would be ashamed if it had to be shut down.

SAE OHIO THETA MOMs



VIA HAND DELIVERY

September 2, 2017

[REDACTED]
Sigma Alpha Epsilon, Ohio Theta Chapter
1934 Indianola Ave.
Columbus, OH 43201

Dear [REDACTED]:

In accordance with the University's Student Organization Registration Guidelines, I have determined that there is reasonable cause to believe that the Ohio Theta Chapter of Sigma Alpha Epsilon 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 occurring during the Spring 2017 semester. As a result, I hereby order the Ohio Theta Chapter 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 Ohio Theta Chapter may participate in essential activities only. 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 Ohio Theta Chapter. Essential activities may include, but are not limited to, standing meetings, leadership retreats, service activities, recruitment activities and events, and/or some philanthropies. I will review your information and take your recommendations under advisement. Until then, the Ohio Theta Chapter, including current and past membership, and potential new members, are not to engage in any activities. Please be aware that your peer organizations may be informed of this order.

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

In addition to your list of essential activities, I am requesting a list of the names and contact information of your current organizational membership, including any new or prospective members. Contact information includes each individual's first and last name, cell phone number, and email address.

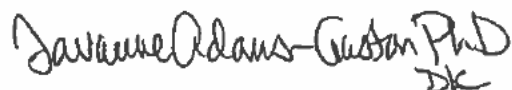
You may appeal this Cease and Desist Order by submitting to Student Conduct, directed to me, a written statement of the reasons why you believe the Cease and Desist Order should be lifted,

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.

A list of all currently known essential activities, member and prospective member roster information, and any appeal must be provided to Student Conduct, directed to me, by 4:30 PM on **Wednesday, September 6, 2017.**

If you are uncertain as to any of the directives outlined in this letter, please contact Student Conduct at (614) 292-0748.

Sincerely,

A handwritten signature in black ink that reads "Javaune Adams-Gaston Ph.D." with a stylized "JK" monogram below the name.

Javaune Adams-Gaston, Ph.D.
Senior Vice President for Student Life

cc: Matt Page – Student Life – Student Conduct
Ryan Lovell – Student Life – Sorority and Fraternity Life
F. Michael Sophir – Sigma Alpha Epsilon



The Ohio State University Police Division

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

**Incident / Offense Report
1-17-003949**

Print Date/Time:
9/07/2017 10:48

EVENT INFORMATION

Report No.: 1-17-003949 Local Report No: Report Date/Time: 9/03/2017 12:23
Type: FI Field Interview Event Date/Time: 9/03/2017 12:23 To: 9/03/2017 12:40
Comment:
Disposition: Field Interview

EVENT LOCATION

SIGMA ALPHA EPSILON FRATERNITY Location Type: Other Residential
1934 INDIANOLA AVE County: Franklin
columbus, OH 43201 Map / Ref:
Intersection:
Beat / District: University District Zone / Area: Address Not On OSU Jurisdiction

ADMINISTRATION

Reporting Officer: Ferimer, David
Entered By: Ferimer, David
Approved By: Dragonette, Pete
Additional Approvals:

PERSON INFORMATION

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

EMPLOYER/SCHOOL INFORMATION

Company Info: SIGMA ALPHA EPSILON FRATERNITY
1934 INDIANOLA AVE columbus OH 43201
Occupation: Student Phone: Ext:

Narrative Type: Field Interview **Topic:**
Narrative Officer: Ferimer, David 316 **Narrative Date/Time:** 9/03/2017 13:05

On 09-03-17 I (Ferimer) received a letter from the Office of the Senior Vice President of Student Life. [REDACTED] (Sigma Alpha Epsilon) and he was not available. I served the letter to [REDACTED] of the Theta Chapter of the Sigma Alpha Epsilon Fraternity at 1934 Indianola Avenue. The letter advised the Fraternity to "cease and desist all organization activity". I informed Doug Koyle that the letter was served.



The Ohio State University Police Division

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

Incident / Offense Report
1-17-003949

Print Date/Time:
9/07/2017 10:48

Narrative Type: Student Conduct Referral
Narrative Officer: Ferimer, David 316

Topic: Report Sent 9/7/17-LMC
Narrative Date/Time: 9/03/2017 13:15

Please send a copy of this report to Student Conduct.

From: Koyle, Douglas
Sent: Thursday, September 14, 2017 9:30 AM
To: [REDACTED]
Cc: Lovell, Ryan <lovell.113@osu.edu>; Page, Matt <page.324@osu.edu>
Subject: Response from the Office of Student Life

[REDACTED]

Thank you for proving your member roster and the list of requested events. You have approval to proceed with the meetings as you have outlined below. Please continue to work with Student Conduct and with Sorority & Fraternity Life on the details of this case.

Doug Koyle
Assistant Vice President
Office of Student Life

Begin forwarded message:

From: [REDACTED]
Date: September 5, 2017 at 11:22:57 PM EDT
To: <adams-gaston.1@osu.edu>
Cc: <page.324@osu.edu>, <lovell.113@osu.edu>, <toth.255@osu.edu>
Subject: Sigma Alpha Epsilon Ohio Theta Roster

Dr. J

In accordance with the Cease and Desist letter I received, I have attached a copy of our member roster and a list of the essential events we would like to have the rest of the semester while this investigation is on going.

Events:

Chapter meeting to explain the terms of cease and desist letter and what the chapter needs to do in order to comply (9/8/17)

Following this meeting I would like to have an exec meeting once a week (Sundays) to make sure we are doing everything we can as a chapter to comply with the cease and desist during the investigation. Furthermore, we would like to have a chapter meeting once every two weeks (Mondays 6:00pm) to inform the chapter of where we are in the process and what we need to continue to do in order to continue complying with the cease and desist order.

At each of these meetings, we would have Rochelle Toth, our chapter Advisor, present and as such I have cc'd her on this email.

Thank you for your time,
[REDACTED]

To Whom it May Concern:

I feel like you should seriously investigate the SAE fraternity. I've witnessed multiple occasions where some of their members have bullied people into drinking heavily as well as use cocaine. Particularly [REDACTED] They are the type of fraternity that will eventually end up killing someone. You should know that are still throwing parties at their annex.

Concerned student

RECEIVED

SEP 26 2017

STUDENT CONDUCT

October 2, 2017

Sigma Alpha Epsilon
Sent electronically to [REDACTED]

PERSONAL AND CONFIDENTIAL

Regarding Case Number: [REDACTED]

Dear [REDACTED],

Information has been provided to our office that describes conduct by Sigma Alpha Epsilon during Spring Semester, 2017. I am investigating whether this conduct may have violated the following sections of the university's Code of Student Conduct:

- 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 (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 (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 6, 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. 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 9, 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,



Jeffrey A. Majarian
Assistant Director

CC: Associate Director of Sorority and Fraternity Life - Kate Butler

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.

PERSONAL AND CONFIDENTIAL

Regarding Case Number: [REDACTED]

CHARGE & PROCESS FORM

Name: Sigma Alpha Epsilon

Email: [REDACTED]

I. Charge(s): You are alleged to be in violation of the following section(s) as listed in the OSU Code of Student Conduct:

- 3335-23-04 (B1) Endangering Behavior
- 3335-23-04 (J) Alcohol
- 3335-23-04 (M) Hazing

Specifically, it is alleged that during Spring Semester, 2017, you violated Ohio State's Code of Student Conduct in the following manner:

During the new* member education process, Sigma Alpha Epsilon hosted or permitted two events for new members during which new members participated or were encouraged to participate in activities that caused or could have caused them substantial risk of physical harm or humiliation. These two events were:

Social Event after Big/Little Reveal

Sigma Alpha Epsilon (SAE) hosted or permitted a social event (following the Big/Little Reveal) at which new members of SAE were provided alcohol by older members of the organization. This provision of alcohol encouraged, or created an environment which encouraged, new members to consume this alcohol with their bigs, members of their "family" and/or other members of the SAE chapter. This provision and consumption of alcohol created an environment that caused or threatened harm to the safety and/or well-being of chapter members, and lead to a new member requiring medical attention as the result of alcohol consumption at this event.

True Gentleman Night

Sigma Alpha Epsilon hosted an event called the "True Gentleman Night" in which new members were called upon individually to recite the fraternity's creed before the president and the general membership of the fraternity. By calling upon and/or encouraging the new members to recite the creed individually, this event created an environment that caused or could have caused the substantial risk of humiliation for new members in Sigma Alpha Epsilon.

*Because Sigma Alpha Epsilon initiates members shortly after bids are accepted, for the purpose of these charges, "new member" indicates those members most recently initiated as members of the fraternity.

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 4:30pm on **October 30, 2017.**

Signature: _____ Date: _____

PERSONAL AND CONFIDENTIAL

Regarding Case Number [REDACTED]

CHARGE & PROCESS FORM

Name: Sigma Alpha Epsilon

Email: [REDACTED]

I. Charge(s): You are alleged to be in violation of the following section(s) as listed in the OSU Code of Student Conduct:

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Social Event after Big/Little Reveal

Sigma Alpha Epsilon (SAE) hosted or permitted a social event (following the Big/Little Reveal) at which new members of SAE were provided alcohol by older members of the organization. This provision of alcohol encouraged, or created an environment which encouraged, new members to consume this alcohol with their bigs, members of their "family" and/or other members of the SAE chapter. This provision and consumption of alcohol created an environment that caused or threatened harm to the safety and/or well-being of chapter members, and lead to a new member requiring medical attention as the result of alcohol consumption at this event.

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II. Acceptance/Non-Acceptance of Responsibility: To resolve these charges, place your initials next to your selection.

[REDACTED] 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.

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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 _____, 2017.

Signature: _____

Date: _____

10/26/17

November 1, 2017

Sigma Alpha Epsilon

Sent electronically to [REDACTED]

PERSONAL AND CONFIDENTIAL

Regarding Case Number: [REDACTED]

To the members of Sigma Alpha Epsilon:

I am writing with my decision in your conduct case. You accepted responsibility for the following violations of the Code of Student Conduct:

- 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.
- 3335-23-04 (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.

As a result, I have assigned you the following sanctions:

- You have been placed on disciplinary probation beginning November 1, 2017 through December 16, 2018, which may include the loss of certain privileges. If you commit further violations of the Code of Student Conduct and/or Residence Hall Handbook during your probationary period, they will be viewed as a violation upon the act itself, as well as a violation of your probation. This may result in further disciplinary action including extended probation, suspension, or dismissal.

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

Member Education Program Review: It is my understanding that your national headquarters, as an outcome of their investigation, will be working closely with the chapter leadership to revise and improve the chapter's member education program. At the conclusion of this process review and revision, you must submit a copy of your newly revised member education program/associated documentation to the Office of Student Conduct, and it must be approved by your hearing officer or another member of the Student Conduct staff, prior to beginning any recruitment activities in the Spring Semester, 2018. You may submit your revised plan in writing at the Office of Student Conduct, or via email to majarian.1@osu.edu

The chapter must complete the following educational program presented by the Office of Sorority and Fraternity Life:

Hazing: The program focuses on clarifying the “grey area” within hazing and to help chapter members understand this history and causes of hazing. By focusing less on specific behaviors and more on structures and environments, we are able to empower students to make critical decisions and change their culture. The chapter must complete this program, and provide documentation to the Office of Student Conduct, prior to beginning any recruitment activities in the Spring Semester, 2018. This documentation may be submitted in writing at the Office of Student Conduct, or via email to majarian.1@osu.edu

Because you accepted responsibility, you may only appeal on the basis that the disciplinary sanction imposed is grossly disproportionate to the violation committed. To do so, you must submit your appeal in writing, directed to the Senior Vice President for Student Life, no later than 4:00 pm on November 8, 2017. Use the online appeal form found at <http://studentconduct.osu.edu/for-students/understanding-the-student-conduct-process/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, 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,

18

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 _____