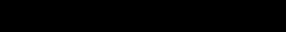


The Ohio State University Hazing Incident Report

Submitted on October 25, 2018 at 5:44:44 pm EDT

Nature: **Hazing**
Urgency: **Normal**
Incident Date and Time: **2018-10-19 Unknown**
Incident Location: **Off Campus A private residence**

Reported by

Name: **Caroline El-Khoury**
Title:
Email: 
Phone: **614-688-8756**
Address: **[UNAUTHENTICATED]**

Involved Organizations/Individuals

Omega Tau Sigma Fraternity -Gamma Chapter ()

Questions

Please provide a description of the incident(s). Try to include as much detail as possible, including the name(s) of those present and/or involved, date(s) and time(s), location(s), etc.

A student who was invited to an even to which she referred as an "informal initiation" was concerned about potential hazing. After being informed of the situation by a fourth party, I reached out to the student involved. The student organization members involved collected participant medical insurance cards, instructed the participants to save their medical card as the image on their "lock screen" on their smart cell phones, complete a medical information form and took away their personal belongings upon arrival to the private residence for the start of the event. The participants were broken into groups or partners and assigned designated drivers. During the event the student remembers consuming a jell-o shot, a turkey-baster full of "jungle juice" and accepted two glasses of champagne. The student indicated the second glass was not completely consumed. She reported that during the event the student with whom she was "partnered" consumed even more than she did. The participants wore costumes and had planned to perform skits during this event. The last thing she remembers is setting down her partially consumed second glass of champagne after her skit. She awoke the next morning in her bed after having been transported to and from the hospital.

She reported that she thinks she was drugged, because she had consumed the same (or more) amount of alcohol in other situations but did not forget what happened. She related this experience to a previous unrelated situation where she believes that she was in fact drugged and did forget the events that took place. Her roommate told her that she was returned home from the event and when she was unresponsive (example: she would not blink) they checked for her pulse, which seemed low and called 911. 911 responded but would not take her to the hospital because she had not yet vomited. 911 left. Her roommate and her friend rolled her onto her side. She eventually vomited. 911 was called again and transported her to the hospital. Afterwards, she asked the hospital if she was drugged but they indicated they did not do a drug test. Since this event, she has felt ostracized by the group. A group officer has been asking her to provide her medical records from this incident.

I met with the student and encouraged her to seek support from her counselor and Student Advocacy on campus. She has the impression that this type of event has been on-going each year based on other students' comments.

Is the hazing that you have experienced or witnessed ongoing/currently occurring?

Yes

What is your desired outcome in making this report?

Appropriate follow up as necessary.

If you are submitting this report anonymously, please consider also using the university's anonymous reporting line described above. If you are only submitting this form, understanding our ability to fully investigate is limited, what do you hope will result from your report?

I am not submitting this form anonymously.

Pending IR #00024901

Submitted from 164.107.154.80 and routed to Kelly B. Smith, J.D. (Director). Processed by routing rule #68.


Copies to: reeb.47@osu.edu

The Ohio State University Hazing Incident Report

Submitted on October 25, 2018 at 5:44:44 pm EDT. Last modified October 26, 2018 at 6:09:55 pm EDT.

Nature: **Hazing**
Urgency: **Normal**
Incident Date and Time: **2018-10-19 Unknown**
Incident Location: **Off Campus A private residence**

Reported by

Name: **Caroline El-Khoury**
Title:
Email: 
Phone: **614-688-8756**
Address:

Involved Organizations/Individuals

Omega Tau Sigma Fraternity -Gamma Chapter (Org00114)

Alleged

Questions

** Please provide a description of the incident(s). Try to include as much detail as possible, including the name(s) of those present and/or involved, date(s) and time(s), location(s), etc.

A student who was invited to an even to which she referred as an "informal initiation" was concerned about potential hazing. After being informed of the situation by a fourth party, I reached out to the student involved. The student organization members involved collected participant medical insurance cards, instructed the participants to save their medical card as the image on their "lock screen" on their smart cell phones, complete a medical information form and took away their personal belongings upon arrival to the private residence for the start of the event. The participants were broken into groups or partners and assigned designated drivers. During the event the student remembers consuming a jell-o shot, a turkey-baster full of "jungle juice" and accepted two glasses of champagne. The student indicated the second glass was not completely consumed. She reported that during the event the student with whom she was "partnered" consumed even more than she did. The participants wore costumes and had planned to perform skits during this event. The last thing she remembers is setting down her partially consumed second glass of champagne after her skit. She awoke the next morning in her bed after having been transported to and from the hospital.

She reported that she thinks she was drugged, because she had consumed the same (or more) amount of alcohol in other situations but did not forget what happened. She related this experience to a previous unrelated situation where she believes that she was in fact drugged and did forget the events that took place. Her roommate told her that she was returned home from the event and when she was unresponsive (example: she would not blink) they checked for her pulse, which seemed low and called 911. 911 responded but would not take her to the hospital because she had not yet vomited. 911 left. Her roommate and her friend rolled her onto her side. She eventually vomited. 911 was called again and transported her to the hospital. Afterwards, she asked the hospital if she was drugged but they indicated they did not do a drug test. Since this event, she has felt ostracized by the group. A group officer has been asking her to provide her medical records from this incident.

I met with the student and encouraged her to seek support from her counselor and Student Advocacy on campus. She has the impression that this type of event has been on-going each year based on other students' comments.

** Is the hazing that you have experienced or witnessed ongoing/currently occurring?

Yes

** What is your desired outcome in making this report?

Appropriate follow up as necessary.

** If you are submitting this report anonymously, please consider also using the university's anonymous reporting line described above. If you are only submitting this form, understanding our ability to fully investigate is limited, what do

you hope will result from your report?
I am not submitting this form anonymously.

Pending IR #00024901

Submitted from 164.107.154.80 and routed to Kelly B. Smith, J.D. (Director)

Modified by Krystal Reeb on October 26, 2018 at 6:09:55 pm EDT from 128.146.231.28

October 30, 2018

Omega Tau Sigma
Sent electronically to [REDACTED]

PERSONAL AND CONFIDENTIAL

Regarding Case Number: [REDACTED]

To the members of Omega Tau Sigma ,

Student Conduct has received information that describes conduct by Omega Tau Sigma on October 19, 2018. The report details concerns related to hazing. I am investigating whether this conduct may have occurred and 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 (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 (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.

As a leader of the organization, you must contact Student Conduct **as soon as possible**, and no later than November 2, 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. Please submit any relevant materials (including your own written statement, text messages, photos, emails, etc.) by email to me at reistad.1@osu.edu prior to our meeting.

You must bring the following information with you to the meeting, or you may submit it

prior:

Current list of active members

Current list of the individuals who are new to the organization as of this semester

Current list of executive members who hold leadership positions

Current list of members who live at the Omega Tau Sigma house

Name/s of those who live at the property where this event occurred

As a reminder Omega Tau Sigma is not permitted to hold any social events with or without alcohol until further notice. Failure to comply with this directive will result in the organization being charged with the Failure To Comply With University Or Civil Authority policy.

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.

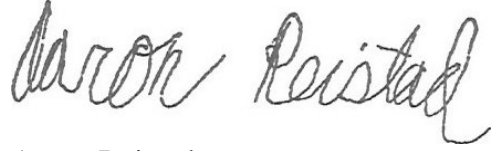
Students are responsible for requesting accommodations when they feel they are needed. Should you need an accommodation based on the impact of a disability during the Student Conduct process, please contact the university's ADA Coordinator's office at (614) 292-6207 (voice), (614) 688-8605 (TTY), ada-osu@osu.edu, 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 November 2, 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 cursive script that reads "Aaron Reistad". The signature is written in black ink and is positioned above the printed name.

Aaron Reistad
Conduct Case Manager

CC: Anne Metzler
Julie Byron
Assoc. Director Student Activities - Jen Pelletier

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: Omega Tau Sigma

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 (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.
- 3335-23-04 (J): Alcohol: Use, production, distribution, sale, or possession of alcohol in a manner prohibited under law or applicable University policy

Specifically, it is alleged that on October 19, 2018, Omega Tau Sigma violated Ohio State's Code of Student Conduct during their "Informal Initiation" event in the following manner:

- providing alcohol to new members and/or allowing or encouraging new members to consume alcohol (including members under the age of 21) during new member activities or events;
- conducting activities such as skits, scavenger hunts, and/or providing alcohol through objects (e.g., cow palpation gloves, turkey basters, etc.) that can cause or create a substantial risk of causing mental or physical harm or humiliation;
- Requesting or requiring new members to forfeit their phones, identification, and/or medical insurance cards to current members.

As a result, one or more individuals experienced adverse health effects including but are not limited to: being hospitalized, passing out in a bathroom at a bar, blacking out, and/or urinating oneself.

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.

This form is due by 4:30 pm on **December 14, 2018.**

Signature: _____ Date: _____

December 26, 2018

██████ Omega Tau Sigma
Sent electronically to ████████████████████

PERSONAL AND CONFIDENTIAL

Regarding Case Number: ████████████████████

Dear ██████████

I am writing to give you an update on Omega Tau Sigma's conduct case. At this stage of my investigation, there exists reasonable cause to issue one or more charge(s) under the Code of Student Conduct. Charging does not, however, assume that Omega Tau Sigma is responsible for violating any sections of the code; it only causes the second half of our process to begin.

I have attached Omega Tau Sigma's Charge and Process form to this email. Please review it carefully, select your resolution option, then sign and date the bottom of the form.

I 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/>.

Once you have completed the form, you may scan and email it 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 January 3, 2019. Failure to return this form by the stated deadline will result in an Administrative Hearing.

If you have any questions, please feel free to let me know.

Sincerely,



Aaron Reistad
Conduct Case Manager

PERSONAL AND CONFIDENTIAL

Regarding Case Number: [REDACTED]

CHARGE & PROCESS FORM

Name: Omega Tau Sigma

Email: [REDACTED]

I. Charge(s): Omega Tau Sigma is alleged to be in violation of the following section(s) as listed in the OSU 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 (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 October 19, 2018, Omega Tau Sigma violated Ohio State's Code of Student Conduct during their "Informal Initiation" in the following manner:

- Requiring and/or encouraging new members to consume alcohol
- Requiring and/or encouraging participation in activities such as skits, scavenger hunts and/or consumption of alcohol through objects (e.g. cow palpation gloves, turkey basters, etc.) that can cause or create a substantial risk of causing mental or physical harm or humiliation
- Requiring and/or encouraging new members to forfeit their phones, identification, and/or medical insurance cards to current members

As a result one or more individuals experienced adverse health affects including but not limited to: being hospitalized, passing out in a bathroom in a bar, blacking out, and/or urinating oneself.

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.

This form is due by 4:30 pm on January 3, **2019**.

Signature: _____ Date: _____

PERSONAL AND CONFIDENTIAL

Regarding Case Number: [REDACTED]

CHARGE & PROCESS FORM

Name: Omega Tau Sigma

Email: [REDACTED]

I. Charge(s): Omega Tau Sigma is alleged to be in violation of the following section(s) as listed in the OSU 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 (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 October 19, 2018, Omega Tau Sigma violated Ohio State's Code of Student Conduct during their "Informal Initiation" in the following manner:

- Requiring and/or encouraging new members to consume alcohol
- Requiring and/or encouraging participation in activities such as skits, scavenger hunts and/or consumption of alcohol through objects (e.g. cow palpation gloves, turkey basters, etc.) that can cause or create a substantial risk of causing mental or physical harm or humiliation
- Requiring and/or encouraging new members to forfeit their phones, identification, and/or medical insurance cards to current members

As a result one or more individuals experienced adverse health affects including but not limited to: being hospitalized, passing out in a bathroom in a bar, blacking out, and/or urinating oneself.

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.**

_____ 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.

This fo

Signatu



Date:

12/27/18

January 9, 2019

Omega Tau Sigma

PERSONAL AND CONFIDENTIAL

Sent electronically to [REDACTED]

Regarding Case Number: [REDACTED]

Dear [REDACTED] and members of Omega Tau Sigma,

I am writing with my decision in your conduct case. Your organization 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 (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 was alleged that on October 19, 2018, Omega Tau Sigma violated Ohio State's Code of Student Conduct during their "Informal Initiation" in the following manner:

- Requiring and/or encouraging new members to consume alcohol
- Requiring and/or encouraging participation in activities such as skits, scavenger hunts and/or consumption of alcohol through objects (e.g. cow palpation gloves, turkey basters, etc.) that can cause or create a substantial risk of causing mental or physical harm or humiliation
- Requiring and/or encouraging new members to forfeit their phones, identification, and/or medical insurance cards to current members

As a result, one or more individuals experienced adverse health effects including but not limited to: being hospitalized, passing out in a bathroom in a bar, blacking out, and/or urinating oneself.

I considered the following factors in determining appropriate sanctions:

- Omega Tau Sigma's recent conduct history

- Omega Tau Sigma’s cooperative spirit throughout the conduct process
- The severity of the violations when considered on a continuum
- Omega Tau Sigma’s proposed sanctions

Disciplinary Sanction

Your organization’s **disciplinary probation** is effective immediately through December 20, 2020. Probation is a heightened state of warning that does not otherwise control or direct your organization’s functioning. Rather, probation supports the organization’s efforts to avoid additional violations, which could result in further disciplinary action including extended probation, suspension, or dismissal.

Educational Sanctions

Understanding Student Organization Risk Management

Omega Tau Sigma (OTS) proposed to engage in learning more about risk management, university policies, and available resources and trainings for student organizations. To support your organization in examining current practices and how they align with university expectations—you will meet with a member of the [Student Activities](#) staff to review your current risk management practices, specifically how you host events with alcohol; your new member recruitment and education; and changes you have made in your organization based on this incident.

During this meeting a member of the Student Activities staff will be able to speak about best practices in risk management, provide tips and strategies in revising your current practices, discuss training opportunities and resources for OTS, and answer questions about how to put new ideas into action. The president and three additional members of OTS are required to attend this meeting.

To schedule this meeting, please contact the Associate Director of Student Activities, Jen Pelletier (pelletier.17@osu.edu) no later than January 25, 2019. In your email please include the dates and times which work for the members of OTS. This meeting must take place no later than February 25, 2019. Once the meeting is complete I will need a confirmation email from the staff member confirming completion of the meeting.

Risk Management Plan

Following your meeting with Student Activities—your organization must create/revise your risk management plan.

If OTS does not currently have a risk management plan, the organization must create one. Please consult your inter/national organization to see if information regarding a risk management plan exists. While OTS is a professional fraternity, not affiliated with Sorority and Fraternity Life, I recommend you use the resource FIPG.org to review risk management guidelines commonly used by the Greek Life community.

If OTS currently has a risk management plan, the organization will conduct an analysis to assess the real, perceived, and potential risks of the organization then update the current plan to address

such risk. This analysis should be based on current and past practices, beliefs, values, and attitudes of new, initiated, alumni, and Ohio State community members. The analysis should examine the organization's inter/national risk management policy (if one exists) along with FIPG.org in order to update and strengthen any existing risk management policies.

Once you have created or revised your risk management plan, you must submit the plan to me no later than March 15, 2019. If any policies or guidelines were created to be used with the plan, please be sure to include these in your submission.

Follow-up Meetings

As I am invested in your organization's success—your organization must meet with me following the submission of your risk management plan, and prior to the hazing and policy awareness presentation. During this meeting we will review your risk management plan and discuss your new member recruitment and education plans.

Additionally, prior to new member recruitment each semester while on disciplinary probation (spring 2019, autumn 2019, spring 2020, and autumn 2020), we must meet to discuss your new member recruitment and education plans. We will also discuss the successes and barriers of your risk management plan to determine what, if any, adjustments should be made to best support OTS members and guests.

The organization must have a minimum of 2 members attend each meeting. To schedule your meetings, you must email me and provide a list of dates and times which you are available.

Hazing and Policy Awareness Presentation

Your organization expressed a desire to educate the chapter and others regarding what has been learned through this process. As such, following our follow-up meeting your chapter will give a 60 minute presentation to staff from Student Conduct and Student Activities answering the following questions:

1. What is the history, values, and purpose of OTS?
2. What is the university's hazing policy and how can a member identify hazing?
3. How does hazing impact an organization?
4. How does OTS plan to bring new members into the organization in a meaningful way, while staying true to the values of the organization and eliminate any form of hazing?
5. What expectations does OTS have for current members when bringing new members into the organization?
6. What are your recommendations on how Student Conduct and Student Activities can continue to educate and support student organizations regarding university policies (e.g., hazing, alcohol, drugs, etc.) and other student organization policies?

This presentation must occur no later than April 5, 2019. Please prepare slides and/or other materials for 25 minutes. The remaining 35 minutes is reserved for follow-up questions and dialogue. While your entire membership should have the opportunity to contribute to the presentation, the executive board is required to attend the presentation.

To schedule your presentation please contact me at reistad.1@osu.edu or 614-292-0748. to

schedule your presentation at least two weeks in advance of your intended presentation date.

Following your presentation to Student Conduct and Student Activities you will give the same presentation to the entire membership of OTS. During this presentation you do not need to speak about point number 6 listed above. You will use the 35 minutes after the presentation for questions and dialogue.

A chapter advisor must be in attendance for the presentation to your chapter. A minimum of 80% of the chapter must be in attendance when this presentation is given. Please have those in attendance complete a sign-in roster and have the chapter advisor email this to me no later than May 5, 2019.

Transition Binder

Your organization expressed a desire to formally review all planned and future events, debrief past events, and ensure the incoming leadership of OTS is aware of the policies and behavioral standards. As such, OTS is required to package all of the revised standards, curriculum, presentations, resources, plans, and any other relevant documents together, with a copy of the Code of Student Conduct, into a Transition Binder that you will pass onto the next class of officers/E-Board members.

The first page of the binder should be a one-page letter to future leaders of OTS regarding everything which has been learned and the things you wish someone had told you prior to stepping into your role. The transition binder must include a formal review of all planned and future events as well as debriefing OTS' past events. A final copy of the Transition Binder is due to me by May 5, 2019.

EXCEPTION: Your chapter must submit the **New Member Recruitment/Education Plan and Curriculum** portion of the Transition Binder to Jen Pelletier and me before August 1, 2019.

Summary of Dates

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

- Disciplinary Probation - Effective immediately through December 20, 2020
- Understanding Student Organization Risk Management: Schedule meeting by January 25, 2019 and meeting must occur prior to February 25, 2019
- Risk Management Plan: Due March 15, 2019
- Follow-up Meetings:
 - Schedule meeting after completion of the risk management plan and before your presentation
 - Schedule semester meetings each semester while on probation (Spring 2019, Autumn 2019, Spring 2020, and Autumn 2020)
- Hazing and Policy Awareness Presentation: Due April 5, 2019 and to OTS membership by May 5, 2019
- Transition Binder:
 - Due by May 5, 2019
 - New member recruitment, education and curriculum plans due by August 1, 2019

Requests for Extensions and Modifications

Your chapter president must submit requests for extensions or minor modifications to studentconduct@osu.edu. Requests must contain a detailed rationale 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 studentconduct@osu.edu on all of the sanction items described in this letter.

Appeal

Because your chapter 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 p.m. on **January 16, 2019**. 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 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.

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,



Aaron Reistad
Conduct Case Manager

CC: Assoc. Director Student Activities - Jen Pelletier
Advisor - Dr. Anne Metzler