Case No: [redacted]

Organization Name: Zeta Beta Tau

Charge Date:

Hearing Date: October 18, 2019

- Incident report/complaint
- Notice of investigation/meeting request
- Notice of charges
- Response to charges
- Outcome letter
- Appeal (if applicable)
- Appeal decision (if applicable)

THE OHIO STATE UNIVERSITY

Department of Public Safety
University Police
1291 Blankenship Hall
901 Woody Hayes Drive
Columbus, OH 43210
614-292-2121 Phone
dps.osu.edu

Status	Pend ng
Report Type	Patro
Primary Officer	Joesph Donofr o
Investigator	None
Reported At	08/24/19 17:30
Incident Date	08/24/19 17:30
Incident Code	Cr m na Inc dent
Location	196 W 11TH AVE, COLUMBUS, OH 43210 (Morr son Tower (0190))
Zone	Co umbus
Beat	South D str ct
Disposition	Under Prosecutor Rev ew
Disposition Date/Time	08/24/19 20:19
Review for Gang Activity	None
Crime Log Location	Morr son Tower
Crime Log Dispostion	Open - Arrest

Offense Information

Offense	D sorder y Conduct (CCC) - Intox, r sk of harm
Statute	2317.11(B)(2)
NIBRS Code	
Counts	1
Offense Details	M4
Include In NIBRS	Yes
Completed	Yes
Details	Offender(s) Used A coho
Bias Motivation	No B as/Not App cab e
Location	Co ege
Entry Forced	No
Offense	Offenses Invo v ng Underage Persons _ underage consume beer ntox cat ng quor
Statute	4301.69E1
NIBRS Code	90G - L quor Law V o at ons
Counts	1
Offense Details	M1
Include In NIBRS	Yes
Completed	Yes
Details	Offender(s) Used A coho
Bias Motivation	No B as/Not App cab e
Location	Co ege
Entry Forced	No

Dispatch Information

CFS #	CFS19-25733
Location	196 W 11TH AVE, COLUMBUS, OH 43210
Incident Code	19 : Intox cated Person
Occurred Between	08/24/19 17:30:36 and

Assigned 17:32:00 **Enroute** 17:33:37 **On Scene** 17:33:37 **Completed** 19:36:22

Arrestee

[redacted]

4301.69E1 - Offenses Invo v ng Underage Persons _ underage consume beer ntox cat ng quor - M1
2317.11(B)(2) - D sorder y Conduct (CCC) - Intox, r sk of harm - M4

Offender

[redacted]

2317.11(B)(2) - D sorder y Conduct (CCC) - Intox, r sk of harm - M4
4301.69E1 - Offenses Invo v ng Underage Persons _ underage consume beer ntox cat ng quor - M1

Suspect

[redacted]

4301.69E1 - Offenses Invo v ng Underage Persons _ underage consume beer ntox cat ng quor - M1
2317.11(B)(2) - D sorder y Conduct (CCC) - Intox, r sk of harm - M4

Other

[redacted]

(C) Student: 2317.11(B)(2) - D sorder y Conduct (CCC) - Intox, r sk of harm - M4
(C) Student: 4301.69E1 - Offenses Invo v ng Underage Persons _ underage consume beer ntox cat ng quor - M1

Primary Narrative By Joesph Donofrio, 08/24/19 20:24

Ma e student arrested.

Supplemental Narrative By Joesph Donofrio, 08/24/19 20:26

On 8/24/2019, OSUPD was contacted by Morr son Ha staff regard ng an ma e, [redacted]

who was w tnessed vom t ng and appear ng to be heav y ntox cated on north s de of Morr son Ha .

L eutenant Shau #238 arr ved f rst on scene and w tnessed [redacted] attempt to wa k away from the area. Lt. Shau made contact w th [redacted] and had h m s t on the ground due to h s heav y ntox cated state wh e off cers spoke w th h m. [redacted] v s b y had vom t a over h s person, on h s face, n h s ha r, on h s arms, and torso.

Lt. Shau #238, Off cer McIntyre #347 and I, Off cer Donofr o #321, attempted for an extended per od of t me to gather nformat on from [redacted] However, due to h s state he was unab e to answer bas c quest ons.

[redacted] d d not have any form of dent f cat on on h s person, and had great d ff cu ty nform ng off cers of h s name and what h s b rth date was. At one po nt [redacted] stated that h s name was [redacted] Off cers were eventua y ab e to ocate [redacted] nformat on and ver fy h s dent ty. [redacted] was unab e to te off cers were he ved, f he was an Oh o State Un vers ty Student, and cou d not access h s ce phone to contact a sober party. [redacted] attempted to access h s ce phone so many t mes that he eventua y ocked t and made t unaccess b e.

What [redacted] was ab e to te off cers was that he was 19 years o d, and had been at a ZBT (Zeta Beta Tau) Fratern ty foam party.

[redacted] d d have a strong odor of and a coho c beverage com ng from h s person, red b oodshot and g assy eyes, heav y s urred speech, was unab e to answer bas c quest ons, had been vom t ng, and had d ff cu ty wa k ng or stand ng due to h s eve of ntox cat on. [redacted] d d deny hav ng consumed any type of a coho dur ng the day.

Wh e stand ng w th [redacted] ce phone, Lt Shau not ced mu t p e text messages appeared on the home ock screen that appeared to be n a group chat w th ZBT fratern ty members.

One text message stated that they were hav ng freshman from other soror t es com ng over ton ght for a party at 2200 hrs and that they need to f nd more a coho .

There s a p cture of a party appear to be at the ZBT chapter house at the Oh o State Un vers ty that had been posted on the OSU chapters Instagram page.

Due to [redacted] heav y ntox cated state and nab ty to ocate a sober party to turn h m over to he was p aced under arrest and transported to Frank n County Ja . [redacted] w a so be referred to student conduct.

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

August 27, 2019

[redacted] Zeta Beta Tau
Sent electronically to [redacted]

PERSONAL AND CONFIDENTIAL

Regarding Case Number: [redacted]

[redacted]

Student Conduct has received information that describes conduct by Zeta Beta Tau on August 24, 2019. The report details concerns related to distribution of alcohol to those under the age of 21 and underage consumption of alcohol, at ZBT sponsored events, including a Beach Party at the ZBT house. 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 (I) Alcohol. Use, underage intoxication, production, distribution, sale, or possession of alcohol in a manner prohibited under law or applicable university policy or facility policy.

- 3335-23-04 (B1) Endangering behavior. Taking or threatening action that endangers the safety, physical or mental health, or life of any person, or creates a reasonable fear of such action.

I am directing your chapter not to have any events where alcohol is present until further notice.

As a leader of the organization, you must contact Student Conduct **as soon as possible**, and no later than August 30, 2019, 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 anderson.3443@osu.edu prior to our meeting.

You must bring the following information with you to the meeting, or you may submit it prior:
Current member list

Guest list for the registered event
Name(s) of anyone who served alcohol at the event (i.e., bartender)
Name(s) of those who live at the property where the event occurred
Any other documents you'd like to provide that demonstrates risk management practices were followed

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 August 30, 2019 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,

Emma Anderson

Emma Anderson
Student Conduct Case Manager

CC: Director of Sorority and Fraternity Life - Kim Monteaux De Freitas

Senior Director of Parent and Family Relations and Greek Life - Ryan Lovell
Zeta Beta Tau Fraternity- Christina Parle

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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.

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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.

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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.

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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.

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studentconduct.osu.edu

September 26, 2019

[redacted] Zeta Beta Tau
Sent electronically to katz.350@osu.edu

PERSONAL AND CONFIDENTIAL

Regarding Case Number: [redacted]

[redacted]

I am writing to give you an update on your 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 you are responsible for violating any sections of the code; it only causes the second half of our process to begin.

You'll find the investigative packet via the following link:

- [redacted]
- Password: [redacted]

Please be advised that the packet contains confidential documents, and thus you may not save, print, screenshot, photograph, or otherwise seek to "record" the document. Further, this investigative packet is a draft. Should you choose a hearing to resolve the charges, our office may add to the packet (we would give you notice if this happens) and you will likewise be invited to add relevant material.

I have attached your Charge and Process form to this email. Please review it carefully and select your resolution option. We can usually schedule administrative hearings on any business day. The University Conduct Board hears cases on Mondays and Fridays. If you select a hearing before the University Conduct Board, please indicate which of the available hearing days/start times you prefer. Upon request, we can provide an excuse letter for employers and instructors.

Once you have completed the form, you may scan and email it to anderson.3443@osu.edu. This form is due by 4:30 p.m. on September 30, 2019. Failure to return this form may result in Student Conduct issuing an administrative decision pursuant to section 3335-23-09 of the Code of Student Conduct or scheduling an administrative hearing to resolve the charges.

I have reserved time on my calendar on **Monday September 30, 2019 from 12-4pm**. If you would like to schedule a meeting to discuss the charges and investigative packet further, please call the the Office of Student Conduct at 614-292-0748 to schedule this meeting.

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/.

Upon request, Student Life's Student Advocacy Center (http://advocacy.osu.edu) is able to provide information and assistance about this process

Once you have completed the form, you may scan and email it to anderson.3443@osu.edu. This form is due by 4:30 p.m. on September 30, 2019. Failure to return this form may result in Student Conduct issuing an administrative decision pursuant to section 3335-23-09 of the Code of Student Conduct or scheduling an administrative hearing to resolve the charges.

Please call or email me if you have questions.

Sincerely,

Emma Anderson

Emma Anderson
Student Conduct Case Manager

CC: Director of Sorority and Fraternity Life - Kim Monteaux De Freitas
Senior Director of Parent and Family Relations and Greek Life - Ryan Lovell
Attorney/Advisor - Leslie A. Albeit, Esq.
ZBT Headquarters- Christina Parle

PERSONAL AND CONFIDENTIAL

Regarding Case Number: [redacted]

CHARGE & PROCESS FORM

Name: Zeta Beta Tau ("ZBT")

Email: [redacted]

I. Charge(s): ZBT is alleged to be in violation of the following sections of the Code of Student Conduct: that on August 24, 2019, you violated the following sections of the Code of Student Conduct:

- 3335-23-04 (I) Alcohol. Use, underage intoxication, production, distribution, sale, or possession of alcohol in a manner prohibited under law or applicable university policy or facility policy.

- 3335-23-04 (B1) Endangering behavior. Taking or threatening action that endangers the safety, physical or mental health, or life of any person, or creates a reasonable fear of such action.

It is alleged that on or about August 24th, 2019, ZBT hosted oneevent in which alcohol was (1) provided to (2) made available to, or (3) otherwise permitted to be consumed by Ohio State University students under the age of 21. At least one student became intoxicated to the point of experiencing an adverse reaction, requiring attention from university staff, and OSUPD.

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. My preferred hearing day/times are:**

- **_____Mondays starting at 9:00 a.m.**
- **_____Mondays starting at noon**
- **_____Fridays starting at 9:00 a.m.**
- **_____Fridays starting at noon**

Failure to return this form may result in Student Conduct issuing an administrative decision pursuant to section 3335-23-09 of the Code of Student Conduct or scheduling an administrative hearing to resolve the charges.

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 **September 30, 2019.**

Signature:_____ Date:_____

THE OHIO STATE UNIVERSITY

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

October 4, 2019

[redacted] Zeta Beta Tau
Sent electronically to [redacted]

PERSONAL AND CONFIDENTIAL

Regarding Case Number: [redacted]

[redacted]

I have received your completed Charge and Process form. You elected to resolve your case through **a University Conduct Board hearing**.

Student Conduct will send another letter with the date and time of your hearing.

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

Sincerely,

Emma Anderson

Emma Anderson
Student Conduct Case Manager

CC: Director of Sorority and Fraternity Life - Kim Monteaux De Freitas
Senior Director of Parent and Family Relations and Greek Life - Ryan Lovell
Attorney/Advisor - Leslie A. Albeit, Esq.
ZBT Headquarters- Christina Parle

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November 8, 2019

Zeta Beta Tau
Sent electronically to [redacted]

PERSONAL AND CONFIDENTIAL

Regarding Case Number: [redacted]

Dear [redacted] members of the Nu chapter of Zeta Beta Tau:

I am writing to provide the Nu chapter of Zeta Beta Tau with the University Conduct Board's decision. The chapter requested a hearing before the University Conduct Board to resolve the following alleged violations of the Code of Student Conduct:

- 3335-23-04 (I) Alcohol. Use, underage intoxication, production, distribution, sale, or possession of alcohol in a manner prohibited under law or applicable university policy or facility policy.
- 3335-23-04 (B1) Endangering behavior. Taking or threatening action that endangers the safety, physical or mental health, or life of any person, or creates a reasonable fear of such action.
- 3335-23-04 (G) Failure to Comply with University or Civil Authority. Failure to comply with legitimate directives of authorized university officials, law enforcement or emergency personnel, identified as such, in the performance of their duties, including failure to identify oneself when so requested; or violation of the terms of a disciplinary sanction.

It was alleged that on or about August 24, 2019, Zeta Beta Tau hosted one event in which alcohol was (1) provided to (2) made available to, or (3) otherwise permitted to be consumed by Ohio State students under the age of 21. At least one student became intoxicated to the point of experiencing an adverse reaction, requiring attention from university staff and Ohio State University Police Department. On September 21, 2019, it was alleged that Zeta Beta Tau hosted an event with alcohol, thereby not complying with the directive to have no events with alcohol until further notice, which was delivered on August 27, 2019.

Findings

At the hearing, your chapter accepted responsibility for all of the charges presented: (I) Alcohol, (B1) Endangering Behavior, and (G) Failure to Comply with University or Civil Authority.

Sanctions

The University Conduct Board considered the following factors in determining appropriate sanctions:

- Zeta Beta Tau's recent conduct history
- prior sanctions (attached)
- the severity of the violations when considered on a continuum

This outcome letter does not replace or nullify any sanctions or stipulations set forth by prior outcome letters, your organization's headquarters, advisors, Sorority and Fraternity Life or the IFC.

Outcome

The University Conduct Board heard no compelling explanation for the chapter's failure to implement effective risk management policies. The chapter had ample opportunities to be a leader in the sorority and fraternity community. Student Conduct provided the chapter with clear guidance in the 2017 outcome letter issued in response to allegations of hazing, alcohol and endangering behavior. The educational sanctions in that case were designed to support the chapter in establishing and practicing risk management policies and educating members on such policies and the consequences of high-risk behavior.

Since issuing the 2017 outcome letter, the university received six reports, in addition to the ones prompting this decision, regarding similar behavior. After each report, Student Conduct worked with the chapter in redirecting behavior and understanding reputational concerns in the campus community. Each of those cases provided an opportunity for the chapter to recommit to leading the community in hosting safe events. Based on the facts in this case, the chapter ignored this opportunity to implement effective risk management practices during the event in question, including having paid security as specified in the 2017 outcome letter.

Further, the chapter failed to abide by the directive prohibiting any events with alcohol. During the hearing, chapter leadership testified this failure was due to passionate members not wanting to look back to college and think that they didn't do anything and "they want to have their fun, and part of it in their eyes is Block." Chapter leadership then shared that during the investigation, the chapter was informed prior conduct history would be considered in sanctioning, to which chapter leadership reported members responded, "Why waste the weekend?" The chapter offered no information to suggest it was willing to initiate the culture change necessary to conduct itself responsibly. In short, the chapter had all of the information, education and motivation to follow risk management policies and university directives. What it lacked was the desire to do so.

Therefore, due to the severity of the incidents in this case, and the failure to comply with the legitimate directive of a university official, the University Conduct Board found the most appropriate and proportionate response as the revocation of the chapter's registration. The University Conduct Board hopes this outcome provides Zeta Beta Tau the opportunity to develop a culture that mirrors its vision and values in its re-established chapter.

The Nu chapter's registration as a student organization is revoked effective **November 8, 2019** or upon the date of an appeal decision (if the chapter submits an appeal and the revocation is upheld) through **August 6, 2023**. If you choose to reestablish a chapter of Zeta Beta Tau at Ohio

State, your international organization must begin communication at least one year prior to reestablishing, **but no sooner than January 1, 2022.**

With Zeta Beta Tau's revocation of recognition as a registered student organization at Ohio State, your chapter no longer has the rights and privileges afforded to a recognized fraternity or student organization. Those rights and privileges include, but are not limited to, the following:

- Listing in the online student organization directory
- $250 line-of-credit to be used in the Resource Room
- Opportunity to apply for Operating Funds and Programming Funds
- Discounted rates for on-campus space reservations
- Opportunity to register for the Student Involvement Fair
- Opportunity to register for the Homecoming Parade
- Opportunity to apply for office or locker space in the KBK Center for Student Leadership and Service
- Access to Student Organization Success Coaches
- Access to enhanced trainings and workshops through Student Activities
- Access to free marketing resources
- Access to free website hosting, email address and/or email listserv
- Participation in governing council and SFL community events and programming put on by SFL staff or the Greek Programming Board
- Membership in honor societies such as Order of Omega
- New and active member ongoing education via the Standards of Excellence program and council programming
- Recognition in the Sorority and Fraternity Life Awards program
- Ability to host social events with National Panhellenic Conference (NPC) sororities and their members in the Panhellenic Association.

Further, any student using your organization’s name or likeness (e.g., Greek letters) while alleged to have violated the Code of Student Conduct may be investigated and, if applicable, charged as an individual in the Student Conduct process.

In discussing its return to our community, Zeta Beta Tau’s representatives must meet with the Director of Sorority and Fraternity Life, or designee, to discuss the current campus environment and what requirements must be completed before the reestablishing process and during the chapter’s first year. These conversations will occur in consultation with the Director of Student Conduct, or designee.

In determining whether to permit reestablishment of a chapter at Ohio State in **August of 2023**, Sorority and Fraternity Life and Student Conduct will take into consideration the organization’s efforts to remedy or eliminate underground activity while the chapter remains deactivated. We encourage Zeta Beta Tau representatives to provide Student Conduct with any documentation related to these efforts.

I invite the organization to submit a memorandum identifying actions it will take when re-joining our campus community. Memorandum topics could include:

- recruitment strategies
- new member reviews and criteria

- alumni and advisor involvement
- selection of consultants and new chapter coordinators
- new member education plans
- alcohol and risk management policies

This optional submission is due no later than December 1, 2019.

Requests for Extensions and Modifications

Any request for an extension or a modification of any outcome must come from the chapter president to volkman.9@osu.edu. The request must contain a detailed explanation of the reason for the request.

Staffing Change

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

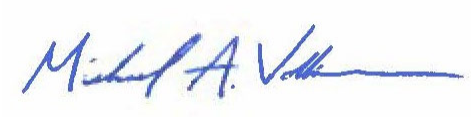
Appeal

A student or organization found to have violated the Code of Student Conduct has the right to appeal. To do so, you must submit your appeal in writing, directed to the Senior Vice President for Student Life, no later than 4 p.m. on November 18, 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 the 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.

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 a.m. and 5 p.m. Monday through Friday.

Sincerely,



Michael Volkman

Senior Conduct Case Manager

CC: Director of Sorority and Fraternity Life - Kim Monteaux De Freitas
Senior Director of Parent and Family Relations and Greek Life - Ryan Lovell
Attorney/Advisor - Leslie A. Albeit, Esq.
Zeta Beta Tau Headquarters - Christina Parle
[redacted]
Melissa Kish, Chief Operating Officer

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

THE OHIO STATE UNIVERSITY

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

November 15, 2017

Zeta Beta Tau
Sent electronically to [redacted]

PERSONAL AND CONFIDENTIAL

Regarding Case Numbers: [redacted]

Dear [redacted]

The Nu Chapter of Zeta Beta Tau accepted responsibility for the following violations of the 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 (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 result, I have assigned you the following sanctions:

Probation

Your chapter has been placed on disciplinary probation beginning November 15, 2017 through May 5, 2019. Probation is a heightened state of warning that does not otherwise control or direct your chapter's functioning. Rather, probation supports the chapter's efforts to avoid additional violations, which could result in further disciplinary action including extended probation, suspension, or dismissal.

New Member Stipulations

The new member education meetings must occur at a set time between 9:00 AM and 9:00 PM. Changes to the set time must be approved by the chapter president and one other Executive Board member. Changes to the time cannot be made to punish new member behavior.

Communication with new members by the provost or brotherhood development director must include the chapter president or and another exec board member of the president’s choosing.

The chapter must cease accepting new members not identified on rosters provided to Sorority and Fraternity Life.

No Alcohol at any event until January 8, 2017

No events with alcohol until January 8, 2018. This prohibition applies to all social events regardless of location; brotherhood and alumni events. “Dry” events, such as a catered brunch with a sorority, are permissible.

Risk Management Summary

The chapter must review all applicable risk management policies (IFC, Zeta Beta Tau’s policies (BYOB, Risk Management – FIPG, Third Party Vendor Rules). The chapter must prepare a summary of the practices required to be in compliance with those policies.

The chapter must submit that summary along with copies of all the applicable policies to Student Conduct, along with the planning and documentation memorandum described below, no later than 4:00 PM on January 3, 2018. Failure to meet this requirement will result in an extension of the prohibition against events with alcohol.

Planning and Documentation

From January 8, 2018 onward, the chapter may host events with alcohol so long as it does so in full compliance with all applicable risk management policies.

Specific Required Practices

No Four Loco

Regardless of what is permissible under the risk management policies identified above, the chapter may not serve or allow guests to consume Four Loco at any social event.

Paid Security

Further, the chapter will hire third-party security to “work the door” such that only invited guests gain admittance and that all guests are properly identified as 21 and older or under the age of 21.

Wristbands with drink tabs

The chapter will use wristbands such as those found at

http://www.taticketprinting.com/t/wristbands/types/tear-off-tab

to identify members and guests 21 and older. Bartenders may only serve members and guests when the member or guest tears off a tab from their wristband and provides it to the bartender. The bartender must retain all tabs throughout the evening and the chapter is required to retain the tabs pursuant to its documentation plan as described below.

Third Party Vendors

Between January 8, 2018 and May 5, 2019, the chapter may have no more than four third party vendor social events a semester.

Documented Compliance

The chapter must "show its work" regarding its compliance efforts. The chapter must develop a plan to identify and retain documentation that demonstrates compliance. This plan must also identify someone from the national organization who will review this documentation once a month during the academic year. Additionally, the documentation plan must address the following specific compliance areas.

Documenting Alcohol

The chapter must develop a plan to describe and count alcohol that allows a comparison after the party with the number of tabs saved by the bartender(s). The chapter must keep a record of alcohol brought to an event and the amount left after the end of the event.

Guest Lists

The chapter must develop a plan for guest lists that will track invited guests, guests added during an event, and the age of all guests and members attending events, and alcohol brought by guests to the event.

Additional Items

Here are additional examples of what a good documentation plan should include :

- Receipts for paid-security
- Written instructions provided to security prior to each event
- Receipts for wristbands
- Wristband tabs collected during an event
- Alcohol identification (type and amount) consumed and left over after an event
- Guest lists
- Receipts for food, water, non-alcoholic beverages.

The chapter will summarize all of the planning and documentation expectations described above in a memorandum to Student Conduct due by 4:00 PM on January 3, 2018.

<u>Educational Sanction</u>

You must complete the following educational sanction that includes an idea provided by your advisor. Your chapter must attend a "two hour informative and interactive session with a local law firm that handles code of conduct cases as well as criminal defense cases, mandatory for all members to attend. The two hours will consist of two partner attorneys presenting on the risks associated with underage drinking. This will lead into a discussion on ancillary risks associated with irresponsible alcohol consumption such as sexual assault, the need to protect your record for future employment and graduate school options, and treatment options for suspected drug or alcohol addictions."

After your chapter attends the session described above, it must prepare a presentation summarizing information from that session with a focus on the most serious risks presented. This presentation should include slides and an executive summary of no more than two double-spaced pages. Your chapter leadership must meet with Devin Walker or another staff member in Sorority and Fraternity Life to review the presentation and summary and to identify an opportunity to share this information with the Sorority and Fraternity Life Community.

It is expected that all members will make a contribution to the summary and presentation. If it is more productive to do that work in small groups, please take care to create those groups with a variety of member "vintages" so that the chapter avoids the appearance of assigning work based on membership status of longevity.

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

- Copy of the Presentation Slides and the executive summary
- An email identifying the date and time of the presentation, its location and audience.

By email to smith.4941@osu.edu no later than 4:30 PM on March 9, 2018.

Summary of Due Dates

- Risk Management Summary by 4:00 PM on January 3, 2018 to smith.4941@osu.edu
- Planning & Documentation Memorandum by 4:00 PM on January 3, 2018 to smith.4941@osu.edu
- Presentation Slides, Executive Summary & Presentation Date, Time, Location & Audience by 4:00 PM on March 9, 2018 to smith.4941@osu.edu

Requests for Extensions and Modifications

Any request for an extension or a modification of any required sanction must come from the chapter president to smith.4941@osu.edu. That request must contain a detailed explanation of the reason for the request. Such requests will only be considered if the chapter has taken reasonable steps to timely complete all sanctions.

Appeal

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 22, 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.

Cease & Desist

The Cease & Desist order remains in place (as modified) until the conclusion of the appeal period.

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

Sincerely,

Kelly B. Smith, J.D.
Assistant Director

CC: Ryan Lovell - Senior Director of Parent and Family Relations and Greek Life
Devin Walker - Coordinator of Sorority and Fraternity Life
Nancy Schwartz - Zeta Beta Tau
Leslie Albeit, Esq.

THE OHIO STATE UNIVERSITY

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

November 15, 2017

Zeta Beta Tau

Sent electronically to [redacted]

PERSONAL AND CONFIDENTIAL

Regarding Case Number: [redacted]

November 15, 2017

[redacted]

I am writing because a colleague alerted me to a typo in the outcome letter I sent earlier this afternoon. The first heading on the second page should read: "No alcohol at any event until January 8, 2018."

Sincerely,

Kelly B. Smith, J.D.
Assistant Director

THE OHIO STATE UNIVERSITY

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

November 19, 2019

Zeta Beta Tau
Sent electronically to [redacted]

PERSONAL AND CONFIDENTIAL

Regarding Case Number: [redacted]

[redacted]

I hope this message finds you well. My name is Michael Volkman, and I work in Student Conduct at Ohio State University. I served as the hearing coordinator for Zeta Beta Tau's University Conduct Board hearing on October 18, 2019. Below is the link and password to the Box folder containing the hearing packet, video footage, hearing recording, and the documents provided by [redacted] during the UCB hearing.

Link: [redacted]

Password: [redacted]

Please be advised that the packet contains confidential documents, and thus you may not save, print, screenshot, photograph, or otherwise seek to "record" the document.

Please let me know if you have any questions. You may email me at volkman.9@osu.edu or call our office at 614-292-0748 from 8am-5pm Monday through Friday.

Sincerely,

Michael Volkman
Senior Conduct Case Manager

CC: Director of Student Conduct - Kelly Smith, J.D.
Christina Parle
Melissa Kish
Libby Anderson

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: [redacted]_____ Student ID#: [redacted]_____

Phone: [redacted]_____ Email: [redacted]

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.

Please See Attached.

___✔___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.

Please See Attached.

✔ 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).

Please See Attached.

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.

[redacted] 11/25/19

Date

For Student Conduct Staff:

Received by: Time

Date Stamp:

Delivered to Appeal Officer

Date

Zeta Beta Tau

A Brotherhood of Kappa Nu, Phi Alpha, Phi Epsilon Pi, Phi Sigma Delta, Zeta Beta Tau

Introduction

Zeta Beta Tau Fraternity submits this documentation of its appeal of the University Conduct Board's (UCB) decision, dated November 8, 2019 placing the Chapter on Suspension of Recognition through the 2023 Fall Semester. We respectfully request that the sanctions imposed upon it be reviewed and adjusted. In addition, the chapter and headquarters staff are prepared to fully and immediately implement the action plan that is attached to this document.

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

1)Procedural Error

Because the outcome letter suggests the 2017 outcome and spring 2019 allegations are the main basis for the ultimate decision, we are appealing under Procedural Error.

Conduct history was used in decision making that the organization did not accept responsibility for nor were they found responsible for as part of their sanctioning decision. The board made the error in sanctioning and the Conduct office made an error in misinforming the board.

BROTHERHOOD FOR A LIFETIME

Zeta Beta Tau

A Brotherhood of Kappa Nu, Phi Alpha, Phi Epsilon Pi, Phi Sigma Delta, Zeta Beta Tau

CASE HISTORY:

[redacted]

	11/24/2018	- 2/12/2019	- 2/15/2019	4/6/2019	4/13/2019
Involved these cases as well: [redacted] 9/24/2017 [redacted] - 9/3/2017	Alcohol, Endangering behavior - NOT CHARGED	Alcohol, endangering behavior, drugs - NOT CHARGED	Endangering behavior - NOT CHARGED	Failure to Comply with University or Civil Authority - NOT CHARGED	Failure to comply with sanction, Alcohol - NOT CHARGED
Resolved between 11/15 & 11/17/2017	Student Conduct met with [redacted] from event. Reviewed risk management plan from the event	Overheard on campus	Ended up being a bartender	During meeting with Student Conduct regarding case [redacted] discussed allegation.	Student Conduct met with [redacted] to discuss this case along with case [redacted]
Alcohol, endangering behavior, hazing - RESPONSIBLE	Resolved 4/19/2019	HQ put forth changes for the drunk tank and pouring out beers	Reviewed risk management practices when using third party vendors.	Resolved with the next case - 5/3/2019	Resolved 5/3/2019
Underage woman was able to drink at ZBT event.2 chapter members allowed new members to drink alcohol (that the new members supplied and that was found at the house) while practicing a song at the chapter house. One of the new members became intoxicated and threw up.		Resolved 3/18/2019	Resolved 3/18/2019		

Spring 2019 Allegations

In the decision letter, six cases were outlined that ultimately had the greatest impact on the UCB's decision. However, based on the information of [redacted], as well as the conduct history provided by the Ohio State Director of Student Conduct, there were only five reports between the 2017 incident and case [redacted]. Furthermore, the UCB and the Director of Student Conduct have purported that this outcome is a result multiple opportunity for intervention and education during the spring conduct meetings. Please see the information below that is contrary to this perspective:

- Case [redacted] – This case occurred in November, 2018 and was managed in April, 2019. Based on the documentation provided by the hearing officer, there was very little in the way of education done for this incident other than reviewing the risk management plan from the event in question. The hearing officer did not detail in the follow up notes any education that took place during that meeting per the closure letter sent to [redacted] on April 19, 2019. Therefore, this was not an opportunity the university took in "redirecting behavior and understanding reputational concerns in the campus community" (2019 outcome letter).

- Cas[redacted] (handled in one meeting not two separate meetings) – These cases were both related to allegations of drugging on behalf of ZBT; however, it was made clear that the first case was an overheard statement on campus with little action being able to be taken, and the latter case was eventually found to be the responsibility of the 3rd party vendor. ZBT's, now named, Director of Chapter Services and Conduct (DCSC) Christina Parle was in attendance for this conduct meeting. DCSC Parle recalls the hearing officer asking [redacted] to walk through their risk management process. During that conversation, DCSC Parle asked the brothers of ZBT if they had ever considered hiring paid security. The men were transparent about the financial burden hired security caused. At no point did the hearing officer state they needed to hire security. The men later went on to describe a drunk tank they have for attendees who become too intoxicated, as well as their bartender process. DCSC Parle and the hearing officer had shared concerns about these practices, and therefore, DCSC Parle informed the men the drunk tank practice would need to stop immediately for health, safety, and liability reasons and stated the chapter would need to implement training for their bartenders to which the hearing officer agreed. DCSC Parle followed up with [redacted] on this post the conduct meeting and connected [redacted] with their chapter consultant who continued these types of conversations. At no point did the hearing officer do education on any other risk management issues, but did ask what the chapter planned to do to prevent these types of incidents in the future; however, there was no follow up on this from the institution.
- Cas[redacted] (handled in one meeting not two separate meetings) – DCSC Parle was also in attendance during this meeting virtually. DCSC Parle recalls being concerned during the meeting that it felt like the hearing officer lacked details and all of the allegations were vague. There was also an extended period of time in which the hearing officer stepped out of the meeting together information/materials. As detailed in the hearing officer's notes t[redacted] post the meeting, this was also not an educational conversation but rather investigative.

As demonstrated above, the UCB's analysis that "Student Conduct worked with the chapter in redirecting behavior and understanding reputational concerns in the campus community. Each of those cases provided an opportunity for the chapter to recommit leading the community in hosting safe events" is inaccurate. We reject these comments as [redacted] and DCSC Parle would not describe any of these meetings as educational other than discussion around the "drunk tank" and bartenders, which was addressed by DCSC Parle. Furthermore, these five reports resulted in three meetings **not** five separate meetings.

The panel considered the spring allegations, which we believe was a procedural error. These allegations were investigated fully by the office, and no charges were filed indicating the burden of proof was not met. Because there was no finding of responsibility on behalf of Zeta Beta Tau, Nu chapter for the spring allegations, those cases should not have been presented or considered by the UCB. This caused harm/prejudice to the chapter, which inevitably did not allow them to receive a fair, impartial, or proper hearing leading to grossly disproportionate sanctions. It is an error to use these as a basis for judgement when there was no finding or formal education to change any behaviors. The chapter received no education nor follow up from the office. To use these now is unfair and misleading to the board.

Fall 2017 Case

First and foremost, per the 2017 outcome letter, there is only **one** sanction that is focused on education. Additionally, and unfortunately, the focus on this two hour informative session was on the following: *"interactive session with a local law firm that handles code of conduct cases as well as criminal defense cases, mandatory for all members to attend. The two hours will consist of two partner attorneys presenting on the risks associated with underage drinking. This will lead into a discussion on ancillary risks associated with irresponsible alcohol consumption such as sexual assault, the need to protect your record for future employment and graduate school options, and treatment options for suspected drug or alcohol addictions."* Nothing in this description is related to the current situation the chapter is facing with the exception of irresponsible alcohol consumption, which, in this case, was solely [redacted] **Expecting one program to change the culture of a chapter is unrealistic. Everything else in the 2017 outcome letter is simply checkboxes and not educational.**

Furthermore, the 2017 incidents were mostly focused on the hazing aspects, which does not establish a pattern of behavior considering the fall 2019 incidents. They have eliminated anything defined as hazing from their program and created a healthy and strong experience for new brothers.

Lastly, there are only 27 brothers who are still in the chapter from fall 2017 (Please see attached roster comparison). Out of those 27, only 7 have served in leadership roles post fall 2017, and almost all of them are juniors or seniors in present day. This is a chapter of 86 brothers, which means 31% of the current membership is from fall 2017 and many, at that time, were freshmen and sophomores – likely the individuals who were being hazed. This is an entirely different group with their own set of challenges, and they should not be saddled with the misconduct of a larger different membership. However, we are able and willing to acknowledge their current misconduct and hope to have the opportunity to support them in shifting their current chapter culture.

UCB Hearing Concerns

During the hearing, the hearing board was distracted, unprepared, and did not pay attention. One member of the board was answering email while questions were being answered. One member of the board was confused about what to do since the group took responsibility. We are concerned about the training and development that the board received and do not feel they were equipped to participate in the hearing.

Additionally, we have concerns about the IFC officer who spoke as a witness. This individual stated he was responsible for carrying our rules and expectations on behalf of IFC. However, he also said these rules were unclear

(this can be heard on the tape). He also admitted he is not consistent in enforcement. Examples of this include that he does not check dry events, and that they do not check the box to indicate if alcohol would be present or not. IFC allowed this party in question to happen, even though the chapter did not follow the proper registration policy. On the hearing tape, if you go to minute 46, you can also hear clearly that the hearing board was feeding the IFC officer answers to his questions. This is incredibly unprofessional and not helpful to the case. The IFC Officer is creating a community environment at OSU where students are confused about rules and enforcement. This is not acceptable.

2) Substantial New Evidence

Fall 2019 Incidents

We had been told that the case was thoroughly investigated by the OSU Conduct Office. The core of the case involved text messages that were allegedly sent in a ZBT group me. When leadership was asked about these messages, they did not know about the group. [redacted] was given the opportunity to conduct an internal investigation, and he did not and trusted the investigation. However [redacted] have looked more into details of case [redacted].

They have found that the chapter has a separate GroupMe with a subset of brothers in it named "Hard Squad." This GroupMe never included chapter leadership at the time of the incident [redacted]. This is where the messages on [redacted] phone were found. To the messages found on [redacted] phone (see below) [redacted] is of legal drinking age, and according to the residents of [redacted] event did not end up taking place. It is important to note that [redacted] is not a resident of [redacted] and therefore, had no control over hosting this party. This was never uncovered or investigated through the university investigation. Please see text messages below. The point here is that the additional event that was in question was not at the ZBT house as alleged in the hearing. This should have been investigated more and individual charges filed.

Zeta Beta Tau

A Brotherhood of Kappa Nu, Phi Alpha, Phi Epsilon Pi, Phi Sigma Delta, Zeta Beta Tau

[redacted]

[redacted]

Chapter Leadership

This chapter had [redacted] who made poor decisions and did not heed the advice given to him by headquarters staff. Furthermore, he did not share information with the general membership of the chapter, nor did

he consult many brothers when making decisions. The new leadership has been impressive, communicative, and understands the value of being recognized by both Ohio State and ZBT IHQ. They have immediately jumped in and stopped a prohibited chapter meeting from happening (scheduled by [redacted]; they have been in daily communication with IHQ staff and have been in contact with the Ohio State Hillel.

Please see the appeal and plan from the new leadership of the chapter.

IHQ's Action Plan for the Nu Chapter
Please see attached document. We feel strongly that OSU nor ZBT have actually provided the education needed for this chapter. We know that constant and thorough education is needed to change behavior. ZBT has almost all new staff from the previous incidents and have created a comprehensive plan that will address the actual issues within the chapter.

3) Grossly Disproportionate Sanctions

While the incidents in question are not acceptable or in line with expectations from both Ohio State and ZBT IHQ, the closure of the chapter until 2023 is grossly disproportionate to the substantiated violations from fall 2019. While there is no doubt there should be consequences, as demonstrated in our action plan above, revocation of recognition for these incidents is extreme.

Please see the attached grid of recent Ohio State conduct cases for organizations, specifically IFC fraternities. As you can see from the document, ZBT appears twice. There are other much more severe cases where the outcome seems much less than what is being proposed. Most notable is the difference between Sigma Alpha Epsilon (SAE) and ZBT. The SAE details are here: https://radio.wosu.org/post/greek-life-ohio-state-shaken-after-fraternity-suspensions#stream/0

As you can see from the above article, the behaviors of SAE were incredibly severe. There were allegations of physical harm, forced alcohol consumption, and mental distress. The ZBT allegations at the same point in time were that new members drank at the fraternity house (unforced drinking) and underage consumption. While we in no way are saying this was acceptable, the inconsistency is staggering.

Please see below for a side-by-side comparison of SAE and ZBT. These outcomes are incredibly inconsistent. Additionally, please find information related to Alpha Tau Omega's misconduct from spring 2019 here: https://www.thelantern.com/2019/03/two-ohio-state-fraternities-on-probation/

Zeta Beta Tau

A Brotherhood of Kappa Nu, Phi Alpha, Phi Epsilon Pi, Phi Sigma Delta, Zeta Beta Tau

Sigma Alpha Epsilon 11/1/17 · 3335-23-04 (B1) Endangering behavior · 3335-23-04 (M): Hazing · 3335-23-04 (J): Alcohol · Disciplinary probation through 12/16/18 · Member Education Program Review · Educational programming sanctions Sigma Alpha Epsilon 2/15/18 · 3335-23-04 (B1) Endangering behavior · 3335-23-04 (J): Alcohol · 3335-23-04 (H): Failure to comply with university or civil authority · 3335-23-04 – (L): Disorderly or disruptive conduct · Disciplinary probation through 12/19/19 · Educational programming sanctions · Progressive Return of Social Privilege Sigma Alpha Epsilon 3/19/19 · 3335-23-04 (N8): Failure to comply with one or more sanctions imposed under the code of student conduct · Disciplinary probation extended to 5/3/20 o While on disciplinary probation, must hire a trained and insured security service and third-party bartender for all events with alcohol · Social probation (no social events with alcohol) through 8/20/19 · Limit of ten (10) events where alcohol is present during the autumn 2019 semester (through 12/15/19) o Required compliance documentation for each event · Educational sanctions Sigma Alpha Epsilon 6/25/19 · 3335-23-04 (J): Alcohol · Complete AlcoholEDU · Other Educational programming	Zeta Beta Tau 11/15/17 · 3335-23-04 (B1) Endangering behavior · 3335-23-04 (M): Hazing · 3335-23-04 (J): Alcohol · Disciplinary probation through 5/5/19 · Educational programming sanctions · No alcohol at any event until 1/8/18 Zeta Beta Tau 10/8/19 · 3335-23-04 (I) Alcohol · 3335-23-04 (B1) Endangering behavior · 3335-23-04 (G) Failure to Comply with University or Civil Authority · Registration as a student organization is revoked through August 6, 2023 o If representatives choose to reestablish Zeta Beta Tau at Ohio State, the inter/national organization must begin communication at least one year prior to reestablishing, but no sooner than January 1, 2022. · Additional steps and meetings prior to reestablishment

Furthermore, the Nu chapter of ZBT was not on probation at the time of their new incident and jumping straight to closure seems inconsistent with Ohio State's previous practices, as well as general common practices in the field of student conduct.

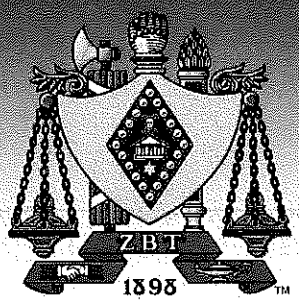
General Concerns

Director of Student Conduct Concerns

We are also concerned about the language that the Director of Student Conduct has been using about this chapter. She has repeatedly talked about them "not learning from mistakes" and not learning from the education that was given. Below are examples that we have been concerned about.

- When originally asked if the spring allegations were shared with the hearing board, the Director of Student Conduct did not know. However, when she shared a conduct history for the chapter the spring allegations were on there. It is also concerning that the allegations are listed, but no details.
- Stated this outcome was something to expected because the investigator said closure was very likely – incorrect. We have had staff members involved on phones calls and meetings. This was never said.
- When asked about health, safety, or harm issues with the chapter, the Director of Student Conduct stated it wasn't about that but instead of the totality of the years, their history, and the chapter learning from their mistakes
- When asked again if the unfounded allegations were shared with the hearing board, the Director of Student Conduct responded with "Not sure that's what's happened…"
- Director of Student Conduct stated it wasn't about their being findings but that there were multiple opportunities to educate. We feel this is just not correct.
- Stated it wasn't about the allegations but that there were additional conversations about RM policies. Again, this is not correct.
- When asking about the other incidents and the hearing board the Director responded, "You're unfortunately talking with a Director that doesn't have that level of detail."

ZETA BETA TAU FRATERNITY



Nu Chapter

Brotherhood for a Lifetime at The Ohio State University

Zeta Beta Tau Nu Chapter is appealing the sanctions that were placed on us based on the grounds that there is substantial new evidence. This evidence reasonably could have affected the decision of the hearing body. This new evidence is comprised of the ideas that new officers are leading the chapter, there is a clear and thorough plan being executed, and the previous governing body did not share large quantities of pertinent information with the rest of the chapter.

The Ohio State University's commitment to sustain a safe and meaningful environment for the entire community is a precedent that should be shared by every on-campus organization. We the brothers of Zeta Beta Tau Nu Chapter are dedicated to preserving these ideals by providing the university community with, as the ZBT credo states, "a unique, desirable and successful means of achieving this goal." Although our past is filled with shortcomings, we are now given the opportunity to reframe our chapter in a new light, keeping our good qualities while weeding out the problems that have tainted our history.

Mindful of its founding in 1898 as the world's first Jewish Fraternity, ZBT will continue to preserve and cultivate its relationships with the Jewish Community. Since 1954, ZBT has been committed to its policy of non-sectarian brotherhood and values the diversity of its brothers. ZBT strives to recruit and initiate men of good character, regardless of religion, race or creed who are accepting of these principles. Our brothers have a history of contributing greatly to the university community throughout ZBT's time at OSU. At our core we're built from upstanding students; month after month and year after year you can always find our brothers throughout the community actively participating in philanthropy and service events. From events such as "Get on The Ball" to active participation in the Chabad and Hillel communities, the majority of our men carry themselves as model citizens. In addition to hosting philanthropic and service-based events, our brothers have acted as leaders, holding positions on Undergraduate Student Government.

However, this is not to say that our past is perfect. Within the past few years, a vastly different culture has arisen within the chapter that has plagued decision making and procedural strategy. The 2018-2019 operating executive board failed to create a culture that exemplifies the beliefs of our brotherhood, the ZBT national organization, as well as the school. There are many aspects in which our elected officials failed to lead us, including a lack of transparency with the entire chapter, blatantly disrespectful decision making, and an overall reactive instead of proactive ideology. From the decision to violate the no-alcohol directive, to not informing the chapter of conduct cases, the executive board failed to fulfill what it means to lead a chapter. In addition to these deficiencies of judgement, they did not take advantage of any resources from the ZBT national organization, ignore guidance of ZBT national organization, and did not access advisors to provide guidance.

Nu Chapter

Brotherhood for a Lifetime at The Ohio State University

It's imperative that the leadership of the chapter is able to operate as a single cohesive unit that acts in the chapter and school's best interest. This is not something that the previous leadership embraced. They were unable to separate their personal lives from their responsibilities to the chapter, allowing personal relationships to cloud their judgement. As a result of their shortcomings, they chose to ignore problems, instead of facing them head on and rectifying them as they arose. The previous leadership in its entirety operated as individuals, each making their own decisions without consulting the rest of the board. Under new leadership, we will act as one cohesive team, ensuring we uphold the schools' policies, as well as our chapter's.

The 2018-2019 chapter leadership led us to where we are now. We were a system struggling to operate while burdened with multiple impediments. From their selective communication procedures, lack of risk management protocols, and decision-making heuristics, their choices made it impossible for the chapter to succeed.

Looking at the past has always been a good way to gauge the future. When people don't look at previous mistakes, they will be repeated over and over. The situation our chapter is currently in is a wake-up call that has facilitated many long-needed procedural and cultural changes within our chapter. With the election of new leadership, we are primed to push the Zeta Beta Tau Nu Chapter into a new era. We have a new vision for our brotherhood: one that isn't bogged down by the mistakes of our chapter's past; in fact, we are using them as guidelines of what not to do. Immediately after being elected, we ceased all fraternity operations, and took a step back in order to reevaluate what went wrong and the proper course of action for the future. We envision our chapter giving just as much to the community as it has already given to its brothers. We recognize that our path to redemption will not be an easy one; however, under the chapter's current leadership we are dedicated to working in tandem with both our national organization and the university to ensure that the culture change that is needed occurs. Although it is only the second semester as members of the chapter for the new executive board, this represents a fresh start for both the chapter, as well as its leadership. ***We will mold this fraternity into a brotherhood that we can all be proud of.***

All of the members of the new executive board are hardworking, dedicated students that have made a strong positive impact on the community during their short time on campus. Separate from the chapter, the current leadership is involved with many different student organizations, including Hillel, The Mid-Ohio Food Bank, and Buckeye Capital Investors. Not only do we see ZBT as a brotherhood, but as ***an impetus to facilitate welfare across the university.***

The main aspect that sets the new leadership apart is our emphasis on brotherhood and commitment to the university, being a fraternity instead of a social club, and to the ZBT brand and operations over social development. Social events are a facet of any fraternity, but we view

them as a perk rather than the reason our chapter exists. In our reaffirmation of this belief, the alcohol-centered social planning is a mindset of the past, and ***our new leadership puts a priority on events that promote service and philanthropy through community outreach***.

Recommended Sanctions

1. Social Probation effective through January 10th, 2021
2. After January 10th, 2021 – limited events until August 20th, 2021

The following is a brief outline of the procedural/policy changes that have recently been implemented, as well as those that have been reaffirmed. These include but are not limited to:

- In addition to these policies, our executive board will be working alongside our National Organization to perform a membership review, effectively stripping our chapter of those members that do not align with our chapters cultural beliefs, as well as our national organization and the school's beliefs.

Partnerships

- ZBT Nu Chapter Alumni appointed by ZBT National Organization as hands-on fraternal advisor's
- We are dedicated to forging a strong relationship with The Office of Sorority and Fraternity Life, as well as Conduct Staff and the entire university community
- Sustaining our precedential relationship with ZBT National Organization
    - Working to establish more visits from the ZBT National Organization staff

Health and Safety

- All members of the chapter will be required to sign a conduct agreement (see attached document); Any violations of this agreement will be handled by standards board, or reported to the university if it violates university policy
- The entire chapter will participate in OSUPD educational programming at least twice per year, including but not limited to: Alcohol/Drug Awareness, General Campus Safety, Response to Disruptive and Distressed Individuals, etc.
- New and Improved Alcohol Policy and Risk Procedures (see below)
- Any violations of chapter policy will be handled by standards board
    - New and improved reprimands, including educational classes, etc.
- Implement Safe Walk Home Protocol

- Partnership with OSU/Sororities to work together to help students feel safe getting from any event, whether ZBT-related, or not

Alcohol and Risk Policy

- *Adapted from ZBT National Organization, OSU Code of Conduct, and NIC FHSI*

Our revamped Alcohol Policy includes, but is not limited to the following:

- Attendance by non-members at any event where alcohol is present must be by invitation only, and the chapter/organization must utilize a guest list system
- One point of entry and one point of exit (each monitored) will be utilized in order to prevent crowding around these spaces
- Attendance at events with alcohol is limited to a 3:1 maximum guest-to-member ratio
- Attendance (name, time in/out) at events with alcohol will be monitored by card-scanner technology (Will be purchased)
- Events with alcohol will be monitored by 3rd party security, who will also be checking identification and implementing a wristband system
- Alcoholic beverages must either be:
  - Provided and sold on a per-drink basis by a licensed and insured third-party vendor (e.g., restaurant, bar, caterer, etc.); or
  - Brought by individual members and guests through a bring your own beverage ("BYOB") system. The presence of alcohol products above 15% alcohol by volume ("ABV") is prohibited on any chapter/organization premises or at any event, except when served by a licensed and insured third-party vendor.
- Any event or activity related to the New Brother joining process (e.g., recruitment, rush, etc.) must be substance free. No alcohol or drugs may be present if the event or activity is related to NMAs, meetings, or initiation into our chapter, including but not limited to "bid night," "big/little" events or activities, "family" events or activities, and any ritual or ceremony.
- Alcoholic beverages must not be purchased with chapter/organizational funds or funds pooled by members or guests (e.g., admission fees, cover fees, collecting funds through digital apps, etc.)
- Remind101 Text Notification System will be in place at all social events with alcohol, allowing guests to easily notify chapter leadership, risk management, and sober monitors if there are any issues
- A guest to sober monitor ratio of 20:1, per the ZBT guidelines, will be in place at all events with alcohol

New Brother Policy

- All New Brothers will be required to complete an OSUPD Alcohol/Drug awareness class with the rest of the chapter
-

- The journey process has been realigned to follow the guidelines outlined by the ZBT National Organization
- New guidelines for running New Brother Activities (NBAs)
    - See Below

NBA Guidelines

CONSTRUCTIVE NBAs

• Holding mandatory study sessions (sessions will be organized based on GPA, and Major)
- Expecting high scholastic performance; this prepares the new brothers for the academic expectations of the chapter

• Educating each New Brother on chapter operations and the responsibilities of each chapter officer and chairman (according to the Brotherhood Orientation outlined in the ZBT Journey Manual)

• Encouraging participating in team building exercises such as intramural sports and leagues

• Educating New Brothers on proper social and personal development (Milestone Workshop – chapter wide)

• Involving New Brothers in campus activities and other recognized student organizations (Expected of all members)

• Holding resume building exercises (Chapter-wide)

• Journey Process (New Brother education)
- Expecting basic knowledge of Zeta Beta Tau; its ideals and principles
- New Brothers are initiated within 72 hours of accepting their bid
- All ZBTs are equal, no matter when they were initiated
- Meetings must not interfere with academic responsibilities, sleep, extracurriculars, etc.
- The goal is to build the sense of brotherhood that ZBT provides amongst the New Brothers (as well as with the entire chapter) and to understand the values that are held within our chapter

Member accountability

In the past, our standards board has had a tendency to assign consequences that didn't quite fit the incident. They utilized fines as well as sober-monitor shifts as a form of negative-reinforcement, creating a notorious stigma behind having to help run a social event. This precedent for punishment allowed for a system of unaccountability to arise within the chapter; a system in which unfair and unequal consequences were utilized. In addition, there was no form of education implemented for the brother who was brought to standards, meaning there was no way for the member to learn about what they did wrong and how they can do better in the future.

In learning from the mistakes of our past, our new system prioritizes accountability and education by outlining specific punishments and resources on a case-by-case basis. For example, if a member is found responsible of violating alcohol policy, they will be required to attend an Alcohol Education class, as well as the internal consequences (sober-monitor shifts) decided by

the standards board. The standards board will not come to a decision until after the process; including, interviewing all party's involved, collecting as much information about the situation

as possible, and then making an informed, fair decision based on all aspects of the violation. This system will aid in preventing an offender from making similar mistakes in the future.

In reading this corrective action plan, we as a chapter are politely urging the board to reconsider its decision on the sanctions that were placed on us. We, not only as a chapter, but as individual students of The Ohio State University, view ourselves as intertwined with the campus community and everything that it provides. The elimination of our relationship with the university that we have previously maintained would be detrimental to us, as we significantly value all that the school provides.

It is important to us that you recognize that the chapter as an entirety is not the issue, but rather a few agitators that have led to this unfortunate position. In saying this, we assure you that every possible action is being taken to prevent anything like this from occurring in the future.

Prior to the Student Conduct committee making their final decision, we respectfully ask for 30 minutes of your time to meet with our new executive board to discuss our commitment to these policies in person, as well as our recommended sanctions. Thank you in advanced for your consideration.

Respectfully,

[redacted]

ZETA BETA TAU FRATERNITY

Nu Chapter

Brotherhood for a Lifetime at The Ohio State University

Chapter Leadership Personal Statements

[redacted]

ZETA BETA TAU FRATERNITY

Nu Chapter

Brotherhood for a Lifetime at The Ohio State University

[redacted]

ZETA BETA TAU FRATERNITY

Nu Chapter

Brotherhood for a Lifetime at The Ohio State University

[redacted]

Zeta Beta Tau believes that the Nu chapter at Ohio State University has the ability to be a strong chapter both on campus and within ZBT. The following plan outlines the commitment we plan to make to the chapter to achieve this.

I. Membership Review and Chapter Recommitment: It has become clear that there are members of the current chapter who are not aligned with OSU expectations or ZBT expectations. All members on the roster will be interviewed and asked to commit to the highest of standards both personally and as an organization. Men who are identified as not aligned will be removed. Those who remain members will participate in the recommitment process. This will require a personal development plan and outline of how they will enhance the chapter and OSU community.

i. Sanction Rationale: This incident has proved that there are men who are not aligned with OSU and ZBT. These men and their decisions have put the chapter and guests at risk.

ii. Learning Objective: The Chapter will understand the expectations of them as members and as a chapter at OSU.

iii. Behavior Objective: The Chapter will be fully compliant with OSU and ZBT standards.

II. Social Restrictions: The chapter will not be permitted to host any events with alcohol.

i. Sanction Rationale: This incident has proved that there are elements of the chapter that need to be fixed. The focus needs to be on creating a strong foundation and chapter. The investigation also provided areas where social events are not being executed in a correct way. This pause will allow everyone to focus on education and building a strong chapter.

ii. Learning Objective: The Chapter will learn to balance the fraternity experience and ways to contribute to campus and the chapter in ways outside of social events.

iii. Behavior Objective: The Chapter will be fully compliant with OSU and ZBT standards. The chapter experience will be more robust and balanced.

iv. **This restriction will be in place until the International Fraternity and OSU staff agree that all other terms and learning have been completed.**

III. Chapter Culture Audit: The Chapter will complete a Chapter Culture Audit with their Chapter Development consultant, Jake Langhor (jlanghor@zbtnational.org). The Chapter will discuss all parts of Nu and Ohio State's culture and determine what needs to continue and change to further the mission of ZBT. This process will involve the entire brotherhood and the Chapter's advisor and fraternity and sorority advisor. Once the audit is complete, the Chapter leadership will need to complete an action plan for moving forward, as well as conduct a teach back on the audit results for the rest of the chapter. The Chapter will need to schedule a call at the completion of the audit with Jake, the Chapter's advisors, and the fraternity and sorority advisor to review the outcome.

i. Sanction Rationale: Discussion regarding the Chapter's culture will likely lead to acknowledging change that needs to occur. We also know that culture drives behavior. If we do not bring this element into the plan going forward, any effort will not be successful.

ii. Learning Objective: The Chapter will be able to identify cultural concerns – both internal and external influences.

iii. Behavior Objective: The Chapter will devise a plan for how to create cultural change with clear expectations and goals that the entire brotherhood must agree to.

III. Advisory Board Training and Development: Throughout the investigation, it was clear that there is a gap in advisor guidance and support. This is the one piece that has never been addressed from OSU or ZBT and we feel is the reason we have not made significant change. Advisors are the on the ground support and connect to the ZBT experience. The Nu chapter was not getting this. We have already identified three men (Bruce Friedman, Dan Klein, and David Miller) who will be leading this team and plan to add more. Every officer will have a direct advisor touchpoint. In addition, Brian Hoffman (bhoffman@zbtnational.org) will do an in-person training and development program for the advisor team.

i. Sanction Rationale: The strongest and safest chapters have engaged and committed advisors. The chapter has not had this.

ii. Learning Objective: The advisors will be supported and resourced with all current expectations and resources.

iii. Behavior Objective: The Chapter will be fully compliant with OSU and ZBT standards. The men will have a layer of support that is connected to the chapter, OSU, and the International Fraternity.

IV. Compliance with new ZBT Officer Structure and Journey Brotherhood Education: Prior to the next round of officer elections, the Chapter will work with the Director of Chapter Services and Conduct, Christina Parle (cparle@zbtnational.org), to outline a plan for full compliance with the new officer structure. We will assist in developing any additional committees to maximize involvement and meet any OSU specific needs for leadership. In addition, the chapter will be fully compliant with the Journey.

i. Sanction Rationale: This incident has proved that Nu could benefit from an overall review of the Chapter's alignment with the International Fraternity's policies and procedures. There is already a requirement that chapters be moving to these new structures.

ii. Learning Objective: The Chapter leadership will understand the rationale of the new structure and how each position operates. For the Journey, the chapter will learn how to implement the program and how it will benefit Nu.

iii. Behavior Objective: The Chapter will be fully compliant with ZBT standards. Leadership will be more inclusive of the entire chapter and engagement will increase.

V. ZBT International Headquarters Document Review Assistance: The Chapter's Executive Board and advisor team will work with their consultant, Jake Langhor, (jlanghor@zbtnational.org) to review all internal documents, polies, and procedures. The result of this should be that all documents, police, and procedures are aligned with ZBT expectations and those of Ohio State. After the initial discussion and

updates, the Executive Board will work with Jake to create an educational program for the chapter to learn about these documents and how they work.

i. Sanction Rationale: Since Nu has not had advisor attention in recent history, the way they operate, and function has not been reviewed. We also want to align the chapter with all ZBT expectations.

ii. Learning Objective: Chapter leadership will understand expectations, proper documentation, and policies. Chapter leadership will be able to involve more brothers in the operations of the chapter.

iii. Behavior Objective: Brothers will be able to demonstrate taking responsibility for maintaining a safe, fun, and compliant operation.

VI. ZBT International Headquarters Social Event Policy Planning Assistance. [redacted] is to meet with the Director of Chapter Services and Conduct, Christina Parle (cparle@zbtnational.org), to learn and understand the event policies and guidelines for formal and informal events. They will also establish job duties of all members that serve as members of the Risk Management team (or equivalent) during events. After this initial meeting, the Executive Board will work with Christina to create an educational program for the chapter to learn how successful and safe events should run. The chapter will deliver this program and 80% of the chapter must be in attendance (please provide roster or attendance sheet to Christina after program).

i. Sanction Rationale: Brothers noted the difficulty in enforcing social event policies with the chapter. It is important we understand ZBT policy and the role leadership has in creating safe environments.

ii. Learning Objective: Chapter leadership will understand proper social event planning techniques and how to implement them. Chapter leadership will be able to develop strategies to be more compliant with policy.

iii. Behavior Objective: Students will be able to demonstrate taking responsibility for maintaining a safe, fun, and compliant social event plan. Also, formal and informal social events and gatherings will be safer.

VII. Chapter Standards of Excellence Audit: The chapter exec will work with the Director of Assessment and Strategic Partnerships (bhoffman@zbtnational.org), to use ZBT's Standards of Excellence document as a guide to look at the operations of the chapter. We ask that any advisors or trustees available be a part of this process. This tool will allow the chapter to see where they can improve. This will be a guide for goal setting and planning for the year.

i. Sanction Rationale: The SOE is a guide to show ideal operations and practices for ZBT chapters, it is a great reflective tool and guide for goal setting.

ii. Learning Objective: Chapter leadership will understand the expectations and practices of an exemplary ZBT chapter.

iii. Behavior Objective: Exec will be on the same page about goals and objectives.

VIII. Meetings with campus staff and International fraternity: The chapter will increase their meetings with their chapter coach, Will (OFSL Office) to bi-weekly. For these meetings, Director of Chapter Services and Conduct, Christina Parle (cparle@zbtnational.org), will also join. During these meetings, we will review progress toward the plan and also chapter culture.

i. Sanction Rationale: We want to give all the support and resources available to help Nu thrive. We believe collaborating with OSU staff will help us all to be on the same page.

ii. Learning Objective: Chapter leadership will understand the support and resources available to them and how to work with different entities.

iii. Behavior Objective: Brothers will use resources and support available to them. All entities will be on the same page about goals and objectives.

IX. International Fraternity Program Attendance: [redacted] will attend the James E. Greer Presidents Academy, two emerging leaders will attend the Emerging Leaders Institute, and all executive board members will attend Regional Officer Institute. The Chapter will send four delegates to this summer's Recruitment University) and International Convention (August 1-4) in Washington, DC. We also highly encourage more men to attend convention. The delegates will share the information learned at these programs with the Chapter and provide documentation of this, as well as who attends the discussion. In addition to attendance, the entire Nu convention delegation will have a meeting with IINTERNATIONAL FRATERNITY staff to talk through goals and objectives for the chapter.

i. Sanction Rationale: Programing that is provided by the International Fraternity is a great way to understand policy and expectations. It is also a great way to connect with brothers from other chapters and learn best practices.

ii. Learning Objective: The Chapter will develop a relationship with International Fraternity. Chapter leadership will learn and develop skills for their positions.

iii. Behavior Objective: The Chapter will develop and employ two new strategies to improve their operations and management.

X. Leadership Development for Executive Board: ZBT will send a senior staff member during the Spring 2019 semester to do international leadership development with the executive board. The entire executive board will take the Strengths Quest assessment and use it to create personal goals for their officer terms and address any challenges. After the initial work, the Executive Board will work with staff to create a leadership experience for the chapter. As a reminder, the Undergraduate Interfraternity Institute and AFLV LeaderShape sessions are available and would be a great addition to the leadership plan.

i. Sanction Rationale: Based on our conversation regarding leadership, the five-member team is doing most of all fraternity work. We want to help this group define their own strengths and skills and learn how to bring more people into leadership.

ii. Learning Objective: Chapter leadership will understand their own strengths and how they work as a team. They will also learn new techniques and strategies to spread leadership beyond just

the executive board. Chapter leadership will be able to involve more brothers in leadership and the work of the chapter.

iii. Behavior Objective: Students will be able to demonstrate taking responsibility for their personal development and more than five men will do the work of the chapter.

XII. International Fraternity Pre-Bid Call. The Chapter will host a conference call with Director of Growth, David Rind (drind@zbtnational.org), local advisors and the Chapter leadership before bids are given out for the fall quarter. During this call, expectations for membership, communication, and plans for new brother activities will be discussed in depth. No bids can be given before this call has taken place.

i. Sanction Rationale: We want to have an opportunity to review and talk through plans so that everyone is on the same page regarding what membership will look like and what activities will take place. We need men to join the chapter fully bought in to the ZBT experience that we want.

ii. Learning Objective: The Chapter leadership will identify any gaps in their new brother process, and everyone will be on the same page regarding expectations. All ZBT and OSU policies and expectations will be understood and incorporated.

iii. Behavior Objective: Students will have a safe, fun, and meaningful new brother quarter and all policies will be followed. New brothers will know what is expected and immediately be leaders on campus and in the chapter.

XII. Officer Transition Assistance: Prior to the next round of officer elections, the Chapter will work with the Director of Chapter Services and Conduct, Christina Parle (cparle@zbtnational.org), to outline an Officer Training Program and audit the Chapter's level of policy compliance. We also want the chapter advisor to be involved in planning and delivery. Christina will indicate how the Chapter needs to realign with the organization's policies and procedures.

i. Sanction Rationale: This incident has proved that Nu could benefit from an overall review of the Chapter's alignment with the International Fraternity's policies and procedures. This will also prepare the next executive board to lead the Chapter effectively.

ii. Learning Objective: The Chapter leadership will identify the gaps in their current transition process and create improvements to their transition process.

iii. Behavior Objective: The Chapter will develop a transition program that can be used for future years. New officers will start their term with clearly defined goals and objectives.

XIII. Alcohol Skills Training (ASTP) or equivalent: The chapter will receive an alcohol education program (ASTP or equivalent) each semester for the next four years.

i. Sanction Rationale: This incident has proved that the campus climate at OSU is one that can create opportunities for poor choices to be made regarding alcohol. We want to be confident that education is being given to all men in the chapter.

ii. Learning Objective: The Chapter will learn about alcohol from a policy lens but also from a public health lens.

iii. Behavior Objective: The Chapter will be safer for members and guests.

It is expected that the Chapter reach out to the staff members referenced in this action plan to begin working with them as soon as possible. It should be noted that if the Chapter continues to neglect the Fraternity's risk management policies, the Chapter will be additionally sanctioned.

OSU Hillel

Wexner Jewish Student Center
46 E. 16th Avenue . Columbus, OH 43201
614-294-4797 . Fax 614-294-4796
hillel@osu.edu

November 21, 2019

To Whom It May Concern:

We are writing in support of the Nu Chapter of the Zeta Beta Tau Fraternity. As an organization, Ohio State Hillel has partnered with Zeta Beta Tau since their re-charter in 2011. Over this time, we have shared many successful programs and initiatives, and supported the chapter in its growth over the past few years.

OSU Hillel is aware of the violations that the Nu Chapter of ZBT is charged with. We understand the disregard to comply with University suspensions and aspects of Code of Student Conduct. We believe that the young men of ZBT, and their new leadership, are able to build their chapter around the values on which they were founded. They have the leaders and dedication to remain a strong brotherhood committed to creating a chapter that abides by the University's Code of Student Conduct and supports the goals of The Standard of Excellence set by The Office of Sorority and Fraternity Life.

OSU Hillel is gratified by the leadership role that ZBT brothers have taken in our community. ZBT brothers play an important part of Hillel initiatives, including Ohio Loves Israel Week, Holocaust Education Week, as well as popular social and Jewish holiday programs. ZBT brothers have a notable presence at our weekly Shabbat services and dinner, often leading prayer as well as welcoming newcomers to our community. This year, there are a number ZBT brothers on our student board, all of whom have shown exemplary dedication and leadership in areas of interest to both Hillel and ZBT.

Overall, we have found that ZBT becomes home to young men who desire brotherhood, but notably, also want to build commitment to community service, philanthropy, scholarship, and connection to Jewish community. The ZBT brothers we have interacted with are young men of good character, and show a strong sense of responsibility towards the Ohio State community as a whole. The new leadership of the fraternity, with whom we have recently engaged, has been transparent in their desire to maintain the strong institutional connection between Ohio State Hillel and the Nu chapter of ZBT. They have exhibited an understanding of the values of the ZBT fraternity, as well as honoring that Jewish life is important to many individual members.

Over the past few years, OSU Hillel has worked to strengthen its relationship with the Office of Sorority and Fraternity life. We share their commitment to living out one's values, promoting the growth and development of OSU students, and preparing them for responsible citizenship. Through our partnership with the Office of Sorority and Fraternity life, we offer our support to students who are brothers of ZBT so that they can be successful both in and out of the classroom and become strong leaders in the Ohio State community.

We are glad to answer any questions, and can be reached at 614-294-4797 or rabbiilan@osuhillel.org.

Sincerely,

Alison Seltzer

Rabbi Ilan Schwartz
Assistant Director

Alison Seltzer
Program Director

Dear Appeal Officer,

We are writing as concerned alumni who recently learned about the struggles the Zeta Beta Tau chapter has had at The Ohio State University. More importantly, we are willing to be involved alumni. We recently reached out to the ZBT International Office and pledged our support to provide counsel, supervision, and to assist this chapter in getting back to the ideals and values of ZBT.

While we do not support the recent actions that [redacted] has displayed and believe that the chapter should be held accountable for their missteps, we feel that closing a chapter for 5 years is disproportionate to the charges and actually removes a learning opportunity for the members of this chapter. We believe that with active alumni involvement, active National Organization involvement, and a committed executive board, that this current chapter can overcome their mistakes, learn from them, and continue to exist. We support the current executive board and National Organization performing a membership review and potential removal of members who are not committed to instituting positive guidelines and rules for moving forward in an appropriate manner. We are confident that with our mentorship and new chapter leadership that the learning experience of positive change can be a catalyst for future success at ZBT and beyond. We believe that we can work with the young men who are current members to put them back on the right track. We will work with future members to keep them on the right track, so that ZBT members become positive contributors to both the University and Greek communities.

We want you to know that we are invested in helping guide ZBT thru the issues that have placed them in this position of pleading for another opportunity to prove to you that they can exist as a positive organization in the University community. We want to tell you a little bit about ourselves and why we think we can help effect this change immediately. Bruce Friedman is a 1983-1987 ZBT Nu chapter alum who graduated with an Accounting Degree from OSU in 1987 and is currently a Partner in the accounting firm of Kelman, Moses, Seifert & Hartstein in Cleveland, Ohio. Bruce is an active member of his community, having served on the Board of his Synagogue, is currently the President of its Men's club, and is on the executive board of the Cleveland Jewish News Foundation. Daniel Klein is a double Buckeye, having graduated from undergrad at OSU in 1987 and The Ohio State University College of Law in 1990. Dan was also a ZBT member from 1983-1987 and is the Managing Partner of Kurasch & Klein, Ltd., a civil litigation law firm in Chicago, where Dan has been named to the list of Illinois SuperLawyers by his peers since 2005 and has also been a member of several Top 100 lists of lawyers in Illinois. He has been a past President and current Board member of his Chicago condominium association and has coached baseball in Chicago for the past 15 years. We know what it takes to be successful in school, in a fraternity, and in our communities. We provide our backgrounds to let you know that we take this role seriously. Like the success we have experienced as a result of attending OSU and being members of ZBT, we expect to help the current and future members of ZBT experience success as well.

Additionally, over the weekend while attending the game, we secured the commitment of Daniel's lifelong friend and OSU college roommate, an additional OSU and ZBT alum to join us on an adult supervisory board. David Miller, a Columbus resident and a member of ZBT Nu chapter 1983-1987, is the President and Chief Operating Officer of Cameron Mitchell Restaurants. He has served as the chair of The Ohio State University Hospitality Management Advisory Board and is co-founder of the Columbus Food and Wine Affair. He currently serves on the Foundation Board of Columbus State, where he is leading a capital campaign to raise funds for the college's Culinary Hospitality School.

ZBT's tradition at OSU is also important to its alumni. We have experienced life-long friendships, bonds, and relationships as a result of our membership in ZBT. We attend each other's weddings, share our lives in person and on social media, and our children are friends. ZBT was originally founded on campus in 1911. We celebrated the 75th anniversary while we were in school, with alumni attending from around the country. The Nu Chapter enjoyed many years of success. We both believe that ZBT had a positive effect on our lives. We have become aware that the chapter had challenges in 2017, but has not had any charges or sanctions since then. We think that the recent challenges could have been avoided with better supervision, counsel, and active alumni. We are sure that having a chapter with a strong and involved advisory board will be beneficial to The Ohio State University community and we are willing to take an active role, attend periodic meetings, phone conferences, and provide mentorship to ensure success.

ZBT prides itself on its founding as the world's first Jewish fraternity, while being open to all men of good character who understand our values. Additionally, being a non-pledging brotherhood of equals ensures that each member has the same rights, privileges and responsibilities as every other member. Unlike when we were members, all men are initiated as full brothers within 72 hours of accepting a bid. This approach to membership creates a safe environment for all members to grow as leaders while serving as a model organization on campuses nationwide.

We look forward to working collaboratively with The Ohio State University to create a safe and meaningful fraternity experience. We implore you to give these young men a chance, with our involvement, to rectify their errors, to learn from them, and to demonstrate that they can overcome this to become a positive group in the University community.

Sincerely,

Bruce Friedman
OSU ' 87

Daniel Klein
OSU '87
OSU Law '90

Updated 11-15-19

Chapter	Date of Judicial Outcome	Code of Student Conduct Violation(s) / International or National Headquarters Conduct Violation (s)	Outcome
Kappa Delta	TBD	Pending Outcome - *case is still under review but chapter has restrictions in place of which the community should be aware*	No events with alcohol are permitted until resolution of investigation
Sigma Pi	TBD	Pending Outcome – Interim Suspension	Gamma chapter of Sigma Pi has been placed on interim suspension and has temporary discontinuance of the Gamma chapter's registration as a recognized student organization at The Ohio State University, pending a full investigation by the Office of Student Life Student Conduct.
Phi Delta Theta	TBD	Pending Outcome – Interim Suspension	Ohio Zeta chapter of Phi Delta Theta has been placed on interim suspension and has temporary discontinuance of the Ohio Zeta chapter's registration as a recognized student organization at The Ohio State University, pending a full investigation by the Office of Student Life Student Conduct.
Zeta Beta Tau	10/8/19	• 3335-23-04 (I) Alcohol • 3335-23-04 (B1) Endangering behavior • 3335-23-04 (G) Failure to Comply with University or Civil Authority	• Registration as a student organization is revoked through August 6, 2023 ○ If representatives choose to reestablish Zeta Beta Tau at Ohio State, the inter/national organization must begin communication at least one year prior to reestablishing, but no sooner than January 1, 2022. • Additional steps and meetings prior to reestablishment
Kappa Sigma	10/4/19	• 3335-23-04 (J): Alcohol • 3335-23-04 (B1) Endangering behavior	• Disciplinary Probation through May 7, 2023 • No events of any nature – social, brotherhood, alumni – at which • alcohol is present, provided to members or guest, or otherwise available for consumption by members or guests through January 15, 2022 • Four (4) events with alcohol only between January 15, 2022 and April 25, 2022 • Additional accountability and programming measures focusing on risk management
Sigma Alpha Epsilon	9/27/19 (Directive Date)	Pending Outcome - *case is still under review but chapter has restrictions in place of which the community should be aware*	No events with alcohol are permitted until resolution of investigation

Chi Phi	9/5/19	• 3335-23-04 (J): Alcohol • 3335-23-04 (B1) Endangering behavior	• Disciplinary Probation through May 3, 2020 • Limit of ten (10) events where alcohol is present during the autumn 2019 semester (through 12/15/19) ○ Required meeting follow-up before full return of social privileges • Risk Management policy review • Policy Education Workshop with Chi Phi Staff Member • Additional Alcohol Education
Alpha Gamma Sigma	7/26/19	• 3335-23-04 (J): Alcohol	• Disciplinary Probation through May 3, 2020 • Limit of ten (10) events where alcohol is present during the autumn 2019 semester (through 12/15/19) • Risk Management policy review • Educational programming sanctions
Theta Tau (registered student organization status revoked)	7/1/19	• 3335-23-04 (M): Hazing • 3335-23-04 (B1) Endangering behavior • 3335-23-04 (J): Alcohol	**NOTE – The incidents related to the charges in this case occurred during the 2017-2018 academic year when Theta Tau was a registered fraternity and student organization. As of September 6, 2018, the Sigma Chapter of Theta Tau deactivated its registration from Ohio State. Since that time, Sigma Chapter has not been recognized as a fraternity or student organization at Ohio State and no longer has the rights and privileges afforded to a recognized fraternity or student organization.* • Theta Tau cannot reestablish a chapter at the university until August 6, 2023. ○ If representatives choose to reestablish Theta Tau at Ohio State, the national organization must begin communication at least one year prior to reestablishing, but no sooner than January 1, 2022. • Additional steps and meetings prior to reestablishment
Delta Tau Delta	6/27/19	• 3335-23-04 (M): Hazing	• Disciplinary Probation through December 15, 2019 • Reviewing Risk Management Practices • Meetings to review recruitment process
Sigma Alpha Epsilon	6/25/19	• 3335-23-04 (J): Alcohol	• Complete AlcoholEDU • Other Educational programming
Pi Kappa Alpha	6/19/19	• 3335-23-04 (J): Alcohol • 3335-23-04 (B1) Endangering behavior • 3335-23-04 (N8): Failure to comply with one or more sanctions imposed under the code of student conduct	• Disciplinary Probation through May 9, 2021 • Moratorium on Alcohol (no events with alcohol) through December 15, 2019 • Risk Management Practices Review • AlcoholEDU completion • Educational programming sanctions

Chi Phi	4/15/19	• 3335-23-04 (J): Alcohol	• Disciplinary Probation through December 15, 2019 • Chi Phi Personal Safety Training ○ No later than April 26, 2019 • Risk Management Review • Follow Up Meetings with SFL and Student Conduct

Sigma Alpha Epsilon	3/19/19	• 3335-23-04 (N8): Failure to comply with one or more sanctions imposed under the code of student conduct	• Disciplinary probation extended to 5/3/20
			  ○ While on disciplinary probation, must hire a trained and insured security service and third-party bartender for all events with alcohol
			• Social probation (no social events with alcohol) through 8/20/19
			• Limit of ten (10) events where alcohol is present during the autumn 2019 semester (through 12/15/19)
			  ○ Required compliance documentation for each event
			• Educational sanctions

Sigma Phi Epsilon	2/28/19	• 3335-23-04 (J): Alcohol	• Social probation (no social events with alcohol) through 3/31/19
			• Return of social host privileges (4/1/19-5/5/19)
			  ○ Maximum of four (4) events with alcohol
			  ○ Events must be at a third-party vendor with licensed and insured security
			• Disciplinary probation through 12/15/19
			  ○ While on disciplinary probation, must hire a trained and insured security service and third-party bartender for all events with alcohol
			• Risk management policy review
			• Educational programming sanctions

Alpha Tau Omega	2/15/19	• 3335-23-04 (M): Hazing
		• 3335-23-04 (J): Alcohol
		• 3335-23-04 (B1) Endangering behavior
			• Social probation (no social events with alcohol) through 3/31/19
			• Return of social host privileges (4/1/19-5/5/19)
			  ○ Maximum of four (4) events with alcohol
			  ○ Events must be at a third-party vendor with licensed and insured security
			• Disciplinary probation through 5/3/20
			  ○ While on disciplinary probation, must hire a trained and insured security service and third-party bartender for all events with alcohol
			• Risk management policy review
			• Educational programming sanctions

Sigma Pi	11/15/18	• 3335-23-04 (J): Alcohol	• Disciplinary probation through 5/5/19 • National Office Representative visit during Spring 2019 semester • Educational programming sanctions

Pi Kappa Alpha	8/21/18	• 3335-23-04 (B1) Endangering Behavior • 3335-23-04 (J): Alcohol	• Disciplinary probation through 5/5/19 • Social probation (no social events) through 9/4/18 • Reduced Social Probation (10 events with alcohol) – Ends December 16, 2018 (pending • evaluation) • Educational programming sanctions
Phi Kappa Psi (registered student organization status revoked)	6/12/18	• 3335-23-04 (M): Hazing • 3335-23-04 (B1) Endangering behavior	• Disciplinary suspension through 8/7/22 • Educational programming sanctions due during / upon return to campus
Alpha Epsilon Pi (registered student organization status revoked)	5/18/18	• 3335-23-04 (M): Hazing • 3335-23-04 (B1) Endangering Behavior • 3335-23-04 (J): Alcohol • 3335-23-04 (N8): Failure to comply with one or more sanctions imposed under the code of student conduct	• Disciplinary suspension through 8/6/23 • Educational programming sanction required before and during return to campus
Delta Tau Delta	4/26/18	• 3335-23-04 (J): Alcohol	• Disciplinary probation through 5/5/19 • Educational programming sanctions • Progressive Return of Social Privileges
Pi Beta Phi	4/12/18	• 3335-23-04 (M): Hazing • 3335-23-04 (J): Alcohol • 3335-23-04 (B1) Endangering behavior	• Disciplinary probation through 8/4/19 • Educational programming sanctions • Progressive Return of Social Privileges
Tau Kappa Epsilon	4/10/18	• 3335-23-04 (J) Alcohol • 3335-23-04 (B) Endangering Health or Safety • 3335-23-04 (N1) Failure to obey the summons or directives	• Chapter previous suspended for other violations • Educational programming sanctions added to return
Alpha Phi	4/5/18	• 3335-23-04 (M): Hazing • 3335-23-04 (J): Alcohol • 3335-23-04 (B1) Endangering behavior	• Disciplinary probation through 5/5/19 • Educational programming sanctions • Progressive Return of Social Privileges
Delta Gamma	3/29/18	• 3335-23-04 (M): Hazing • 3335-23-04 (J): Alcohol • 3335-23-04 (B1) Endangering behavior	• Disciplinary probation through 4/5/19 • Educational Programming Sanctions • Progressive Return of Social Privileges
Phi Kappa Psi	3/27/18	• 3335-23-04 (M): Hazing • 3335-23-04 (B1) Endangering behavior • 3335-23-04 (J): Alcohol	• Disciplinary probation through 5/3/20 • No additional sanctions due to investigation of other allegation(s)
Pi Kappa Phi	3/23/18	• 3335-23-04 (M): Hazing. • 3335-23-04 (J): Alcohol	• Disciplinary Probation through December 15, 2019 • Screening of The Mask You Live In and presentation to stakeholders • Membership Review Summary • Follow up meetings

Phi Delta Theta	2/20/18	• 3335-23-04 (J): Alcohol	• Disciplinary probation through 12/15/18 • Educational programming sanctions • Progressive Return of Social Privileges
Delta Chi	2/15/18	• 3335-23-04 (B1): Endangering Behavior • 3335-23-04 (J): Alcohol	• Disciplinary probation through 12/16/18 • Educational programming sanctions • Progressive Return of Social Privileges • Presentation to Stakeholders
Kappa Sigma	2/15/18	• 3335-23-04 (J): Alcohol	• Chapter placed on disciplinary probation is effective immediately through 12/16/18 • Educational programming sanctions • Progressive Return of Social Privileges • Presentation to Stakeholders
Sigma Alpha Epsilon	2/15/18	• 3335-23-04 (B1) Endangering behavior • 3335-23-04 (J): Alcohol • 3335-23-04 (H): Failure to comply with university or civil authority • 3335-23-04 – (L): Disorderly or disruptive conduct	• Disciplinary probation through 12/19/19 • Educational programming sanctions • Progressive Return of Social Privileges • Presentation to Stakeholders
Beta Theta Pi	1/25/18	• 3335-23-04 (B1) Endangering behavior • 3335-23-04 (J): Alcohol	• Disciplinary probation extended through 12/16/19 • Educational programming sanctions • Progressive Return of Social Privileges
Sigma Alpha Mu (registered student organization status revoked)	1/24/2018	• 3335-23-04 (B1): Endangering Behavior • 3335-23-04 (F) Dishonest Conduct • 3335-23-04 (J): Alcohol • 3335-23-04 (H) Failure to Comply with University Authority • 3335-23-04 (L) Disorderly or Disruptive Conduct • 3335-23-04 (M): Hazing • 3335-23-04 (N8) Student Conduct System Abuse	• Disciplinary Suspension through 8/7/2022 • Educational programming sanctions to be completed before and during return to university
Alpha Epsilon Pi	1/8/18	• 3335-23-04 (J): Alcohol • 3335-23-04 (B1) Endangering behavior	• Disciplinary probation through 12/16/19 • Educational programming sanctions • Progressive Return of Social Privileges • Presentation to Stakeholders
Tau Kappa Epsilon (registered student organization status revoked)	12/20/2017	• 3335-23-04 (B1) Endangering behavior • 3335-23-04 (J): Alcohol • 3335-23-04 (M): Hazing	• Tau Kappa Epsilon has been placed on disciplinary suspension through 12/17/20 • Chapter will be placed on disciplinary probation for one year after the first new class receives their bids for membership
Zeta Beta Tau	11/15/17	• 3335-23-04 (B1) Endangering behavior • 3335-23-04 (M): Hazing • 3335-23-04 (J): Alcohol	• Disciplinary probation through 5/5/19 • Educational programming sanctions • No alcohol at any event until 1/8/18

Updated 11-15-19

Sigma Alpha Epsilon	11/1/17	• 3335-23-04 (B1) Endangering behavior • 3335-23-04 (M): Hazing • 3335-23-04 (J): Alcohol	• Disciplinary probation through 12/16/18 • Member Education Program Review • Educational programming sanctions
Beta Theta Pi	10/20/17	• 3335-23-04 (M): Hazing • 3335-23-04 (J): Alcohol	• Disciplinary probation through 5/6/18 • Educational programming sanctions
Kappa Alpha Psi Fraternity, Inc.	10/4/17	• Issued by Kappa Alpha Psi, Fraternity, Inc. East Central Province ○ Violation of fraternity MTA policies	• Suspension for the chapter until at least September 1, 2018
Phi Gamma Delta	3/7/17	• 3335-23-04 (J): Alcohol • 3335-23-04 (M): Hazing	• Disciplinary probation through 12/17/17 • Educational programming sanctions

Key for Table

Chapter name – registered student organization status revoked by Ohio State

Chapter name – outcome is in appeal window or is in the process of appeal

Chapter Name – chapter has been placed on interim suspension pending investigation

Chapter Name – case is still under review but chapter has restrictions in place of which the community should be aware

THE OHIO STATE UNIVERSITY

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

December 12, 2019

Zeta Beta Tau
Sent electronically to [redacted]

PERSONAL AND CONFIDENTIAL

Regarding Case Numbers: [redacted]

Dear [redacted] and Zeta Beta Tau:

I have received your appeal of the sanctions that resulted from disciplinary cases [redacted] The Code of Student Conduct requires that an appeal state the basis on which you are appealing the outcome. Your appeal is based on your claims that a procedural error resulted in material harm or prejudice to you, that the sanction imposed is grossly disproportionate to the violations committed, and that there is discovery of substantial new evidence that was unavailable at the time of the hearing.

I have given your appeal careful consideration. Based on my independent review of the record and supporting documents, I do not find that a procedural error resulted in material harm or prejudice to you, and I do not find that the sanction imposed is grossly disproportionate to the violations committed. Additionally, I do not find that the discovery of substantial new evidence that was unavailable at the time of the hearing could have affected the decision of the hearing body. I have, therefore, decided to support the decision that resulted from this process.

If you have questions regarding your case, please contact the Student Conduct office at (614) 292-0748.

Sincerely,

Matt Couch, PhD
Associate Dean of Students

CC: Director of Sorority and Fraternity Life - Kim Monteaux De Freitas
Conduct Case Manager - Michael Volkman
Director of Student Conduct - Kelly Smith, J.D.