

The Ohio State University
Complaint

Submitted on February 24, 2020 at 11:19:06 am EST

Nature: **Disruptive conduct**
Urgency: **Wellness issue**
Incident Date and Time: **2020-02-17 5:30 AM**
Incident Location: **On campus Lane Avenue Parking Garage**

Reported by

Name: **Jamie Elles**
Title: **Student Organization Advisor**
Email: **elles.3@osu.edu**
Phone: **614-292-5441**
Address: **2121 Tuttle Park Place Columbus, OH 43210**
[UNAUTHENTICATED]

Involved Parties

[REDACTED] ([REDACTED])	[REDACTED]	[REDACTED]	[REDACTED]
Other	[REDACTED]		
[REDACTED] ([REDACTED])	[REDACTED]	[REDACTED]	[REDACTED]
Alleged	[REDACTED]		
[REDACTED] ([REDACTED])	[REDACTED]	[REDACTED]	[REDACTED]
Victim	[REDACTED]		
[REDACTED] ([REDACTED])	[REDACTED]	[REDACTED]	[REDACTED]
Victim	[REDACTED]		
[REDACTED] ([REDACTED])	[REDACTED]	[REDACTED]	[REDACTED]
Reporter	[REDACTED]		
Arun Chittur [REDACTED]		chittur.1@osu.edu	614-292-5441
Other	Male		

Narrative Information and Notifications

Please provide a description of the incident.

On or about February 10, 2020, [REDACTED] reported information to Major Arun Chittur (AFROTC Cadet Instructor) there were activities involved with the Arnold Air Society student organization in violation of the student code of conduct. Specifically, students/candidates applying to become active members of the student organization were being directed to participate in physical training without participation of the entire group in attendance.

What other departments have been notified?

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

If you are reporting hazing, please provide any additional details not already provided above, such as the name of the organization; whether the hazing occurred in the past, is currently ongoing or is anticipated in the future (i.e., during initiation week).

There is potential for additional hazing to have occurred in the past, ongoing or the future. Students are not willing to share activities that may have occurred.

Please verify that you have provided reliable contact information so that we can verify submission of this report and explain the options you have to participate further in our process. If you will only make a report anonymously, please do so using the university's anonymous reporting line linked above.

I have provided contact information.

Pending IR #00033053

Submitted from 164.107.208.76 and routed to Krystal Reeb (Associate Director). Processed by routing rule #80.

Copies to: smith.4941@osu.edu

The Ohio State University
Complaint

Submitted on February 24, 2020 at 11:19:06 am EST. Last modified February 24, 2020 at 3:24:39 pm EST.

Nature: **Disruptive conduct**
Urgency: **Wellness issue**
Incident Date and Time: **2020-02-17 5:30 AM**
Incident Location: **On campus Lane Avenue Parking Garage**

Reported by

Name: **Jamie Elles**
Title: **Student Organization Advisor**
Email: **elles.3@osu.edu**
Phone: **614-292-5441**
Address: **2121 Tuttle Park Place Columbus, OH 43210**

Involved Parties

[REDACTED] ([REDACTED])	[REDACTED]	[REDACTED]	[REDACTED]
Other	[REDACTED]		
[REDACTED] ([REDACTED])	[REDACTED]	[REDACTED]	[REDACTED]
Alleged	[REDACTED]		
[REDACTED] ([REDACTED])	[REDACTED]	[REDACTED]	[REDACTED]
Victim	[REDACTED]		
[REDACTED] ([REDACTED])	[REDACTED]	[REDACTED]	[REDACTED]
Victim	[REDACTED]		
[REDACTED] ([REDACTED])	[REDACTED]	[REDACTED]	[REDACTED]
Reporter	[REDACTED]		
Arun Chittur [REDACTED]		chittur.1@osu.edu	614-292-5441
Other	Male		

Arnold Air Society (Org00108)

Narrative Information and Notifications

** Please provide a description of the incident.

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** What other departments have been notified?

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during initiation week).

There is potential for additional hazing to have occurred in the past, ongoing or the future. Students are not willing to share activities that may have occurred.

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I have provided contact information.

Pending IR #00033053

Submitted from 164.107.208.76 and routed to Krystal Reeb (Associate Director)

Modified by Emma Anderson on February 24, 2020 at 3:24:39 pm EST from 128.146.231.199

March 30, 2020

Arnold Air Society
Sent electronically to [REDACTED]

PERSONAL AND CONFIDENTIAL

Regarding Case Number: [REDACTED]

To [REDACTED] the members of the Arnold Air Society:

Student Conduct has received information that describes conduct by Arnold Air Society . The report details concerns related to hazing. I am investigating whether this conduct may have occurred and violated the following sections of the university's Code of Student Conduct:

- 3335-23-04 (L) Hazing. Doing, requiring or encouraging any act, whether or not the act is voluntarily agreed upon, in conjunction with initiation, 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. Failure to intervene, prevent, or report acts of hazing may constitute a violation of this section.

As a leader of the organization, you must contact Student Conduct at 614-292-0748 **as soon as possible**, and no later than April 2, 2020, to schedule a preliminary conference with me. **This meeting will take place remotely either via phone or Carmen Zoom.** The purpose of this conference is twofold. At this meeting I will explain our process for determining whether charges for violations are warranted, and will answer any questions you may have about the conduct process. We will talk about what happened, and you will be able to identify any other individuals who may have information about the alleged incident. If you have any relevant materials, for example your own written statement, text messages, photos, emails, etc., please email them to me at anderson.3443@osu.edu before our meeting.

You must submit the following information prior to our meeting:

- Current member list
- A copy of the new member education plan

As a leader of the organization you are required to notify the entire membership of this matter. Please send one email with this letter as an attachment to all members of your

organization and copy me on the email.

Should any individuals wish to provide information to me regarding this investigation they are encouraged to email me at anderson.3443@osu.edu.

All members of the organization are advised that should they violate the directives listed in this letter that they will be charged as an individual student with the following policy:

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.

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. Upon request, Student Life's Student Advocacy Center (<http://advocacy.com>) is able to provide information and assistance in this process.

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 Responsibilities 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, or a representative from your organization, fail to contact our office by April 2, 2020 to schedule your preliminary conference meeting, I may continue this investigation without your input. This could result in charges, which may lead to a hearing and sanctions if found in violation.

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.

I look forward to speaking with you.

Sincerely,

EmmaAnderson

Emma Anderson
Student Conduct Case Manager

CC: Associate Director Student Activities - Jen Pelletier
Advisor- Major Arun Chittur

Student Rights and Responsibilities

The Code of Student Conduct provides the procedures and definitions used to respond to complaints regarding students' behavior. Many of the rights and responsibilities found in the Code of Student Conduct are highlighted below. For a full review of all the rights and responsibilities given to students please refer to the Code of Student Conduct, which can be found at www.studentconduct.osu.edu.

- Students shall receive written notice of university charges, through one of multiple methods of communication, including: in person; in a residence hall mailbox; by email to official university email address, which may then direct the student to view the notice in a secure website; by text message or other electronic communication; or by mail to a local or permanent address. **(3335-23-08-A)**

- Students are afforded the opportunity to meet with a university official following the notification of charges. **(3335-23-08-C)**
 - o University staff members authorized to investigate complaints usually request a meeting with students prior to issuing charges.
 - o Once charges are issued, students can request another meeting.
 - o Students are strongly encouraged to meet with a university official.

- Students may choose to bring an advisor (i.e., support person) for support throughout the disciplinary process. **(3335-23-12-C)**
 - o The advisor may be any person other than a witness.
 - o The advisor may only counsel the student and may not actively participate in the process.

- Students are offered options for the resolution of charges. **(3335-23-08-D)**
 - o Generally, students may choose between an administrative hearing or a hearing before the University Conduct Board to resolve charges other than those related to:
 - Academic Misconduct **(3335-23-04-A)**
 - Discrimination and harassment, including, but not limited to sexual misconduct, based on a protected class, prohibited by university policies 1.15 and 1.10, which can be found at <http://policies.osu.edu>. **(3335-23-02-C)**
 - o NOTE: If students fail to respond to the initiation of charges and there is enough information to support finding a violation, the hearing officer may issue an administrative decision, as long as the sanctions do not include suspension or dismissal. **(3335-23-09)**

- An administrative decision allows the student to admit, in writing, to the violation(s), and serves as a request to have appropriate sanctions made by the hearing officer, rather than having charges referred to a hearing body. **(3335-23-09)**

- In these cases, the student waives rights to a hearing and any procedural guarantees that come from taking part in a hearing.
- Students have the opportunity to request a separate hearing and choose either an administrative (with one university official) or board hearing, except under special circumstances. **(3335-23-10-C)**
 - Students will receive notice of the hearing at least 10 calendars prior to the hearing, including all charge(s), logistical information, and statement of student's rights. **(3335-23-11-C)**
 - The respondent may request to postpone the hearing for a reasonable cause, which must be made in writing and received by the person sending the hearing notification at least 2 business days in advance. Decisions on postponements are made at the discretion of the university. **(3335-23-11-D)**
 - Attendance at hearings, though not mandated is strongly encouraged, and also limited to, respondents and those directly involved or requested by the hearing body.
 - Students will be informed of witnesses invited to attend the hearing by the university, and will be able to invite relevant factual witnesses to attend. **(3335-23-12-D)**
 - The respondent will have the opportunity to ask questions of all witnesses.
 - A single record of the proceedings, consisting of written notes, audio recording, or another method determined by the hearing body will be made. This will remain the property of the university but will be made available to the respondent for review during the appeal period. **(3335-23-14)**
 - Students will only be found in violation if a preponderance of evidence supports the charges. **(3335-23-12-E)**
- Students found in violation of the code, or who accept responsibility for violating the code, will receive sanctions that should be commensurate with the violations found to have occurred. **(3335-23-17)**
 - A disciplinary sanction: a formal reprimand; disciplinary probation; suspension; or dismissal, will be given in addition to (in most cases) educational outcomes.
- Students found to have violated the code of student conduct have the right to appeal the original decision. **(3335-23-18)**
 - All appeals must be sent within five working days after the date on which notice of the decision was sent to the student, unless the deadline was extended in response to an extension request as described in 3335-23-18-A(2).
 - Students who accept responsibility through an administrative decision waive their right to appeal, except on the basis that the disciplinary sanction is grossly disproportionate to the violation(s) committed.

- Students are limited to one appeal of a decision, and the decision of the appeal officer is final.
- Information on how to submit an appeal, including grounds for appeal, will be included with communication following a decision from the appropriate hearing body.

May 26, 2020

Arnold Air Society
Sent electronically to [REDACTED]

PERSONAL AND CONFIDENTIAL

Regarding Case Number: [REDACTED]

Dear [REDACTED] the members of the Arnold Air Society:

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 will find the investigative summary via the following link:

Link: [REDACTED]

Password: [REDACTED]

I have attached your Charge and Process form to this email. Please review it carefully and select your resolution option. We can usually schedule an Administrative Hearing 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.

If you would like to discuss the form or the investigative summary further, including any potential next steps, please email me at anderson.3443@osu.edu and I would be happy to set up a time to talk via phone or Carmen Zoom.

Once you have completed the form electronically or by hand, email it to anderson.3443@osu.edu. This form is due by 4:30 p.m. on June 2, 2020. 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.

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.

Please call our office at 614-292-0748 between 8:00 a.m. and 5:00 p.m. Monday through Friday, or email me if you have questions.

Sincerely,

A handwritten signature in black ink that reads "Emma Anderson". The signature is written in a cursive, slightly slanted style.

Emma Anderson
Student Conduct Case Manager

CC: Associate Director Student Activities - Jen Pelletier
Advisor- Major Arun Chittur

PERSONAL AND CONFIDENTIAL

Regarding Case Number: [REDACTED]

CHARGE AND PROCESS FORM

Name: [REDACTED] the members of the Arnold Air Society

Email: [REDACTED]

I. Charge(s): It is alleged that during the fall 2019 and spring 2020 semesters, the Arnold Air Society violated the following sections of the Code of Student Conduct:

- 3335-23-04 (L) Hazing. Doing, requiring or encouraging any act, whether or not the act is voluntarily agreed upon, in conjunction with initiation, 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. Failure to intervene, prevent, or report acts of hazing may constitute a violation of this section.

Throughout the candidate processes in the fall 2019 and spring 2020 semesters, new members were encouraged/required to participate in physical training (PT) not properly supervised by AFROTC staff, creating a substantial risk of causing mental or physical harm. Activities include, but are not limited to, new members:

- completing PT that established members are not all required to do
- participating in PT in conditions they were not adequately prepared to be in
- believing they could not stop if injured due to the potential negative impact on other members of the candidate class

Additionally, new members were required to memorize and recall information related to AFROTC and the Arnold Air Society, which took 5-10 additional hours a week for candidates to be appropriately prepared. Being unable to appropriately recall information when asked, could lead to being yelled at until the answer was delivered correctly, or in certain scenarios, being encouraged/required to complete calisthenics.

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

initials next to your selection.

_____ On behalf of the chapter of Arnold Air Society 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.**

_____ On behalf of the chapter of Arnold Air Society 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.**

_____ On behalf of the chapter of Arnold Air Society 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. The preferred hearing day/times for the organization are:**

_____ **Mondays starting at 9:00 a.m.**

_____ **Mondays starting at 1:00 p.m.**

_____ **Fridays starting at 9:00 a.m.**

_____ **Fridays starting at 1:00 p.m.**

III. Possible Sanctions: If you are found in violation, please understand that the chapter may be subject to a formal reprimand, disciplinary probation, deferred revocation of registration, dismissal, or any other sanction and/or combination of sanctions in the Code of Student Conduct.

I have received notice of the charges. I will return this form by email to anderson.3443@osu.edu by **June 2, 2020** at 4:30 p.m. I understand that if I do not return the form, it 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.

Date: _____

Acknowledgements

Arnold Air Society Executive Board Member Signature: _____

Date: _____

Arnold Air Society Advisor Signature: _____

Date: _____

June 3, 2020

Arnold Air Society
Sent electronically to [REDACTED]

PERSONAL AND CONFIDENTIAL

Regarding Case Number: [REDACTED]

[REDACTED]

I have not received your completed Charge and Process form. I emailed it to you on May 26, 2020. It was due on June 2, 2020.

Because you missed the deadline, you are no longer able to select a hearing before the University Conduct Board. Pursuant to section 3335-23-09 of the Code of Student Conduct, I can issue an Administrative Decision, or refer this case for an Administrative Hearing. Before I make that decision, I will give you an opportunity to return the form by email to me at anderson.3443@osu.edu.

If you do not email the form before 4:30 p.m. on June 5, 2020 I will proceed with my work.

Please let me know if you have any additional questions.

Sincerely,



Emma Anderson
Student Conduct Case Manager

May 26, 2020

Arnold Air Society
Sent electronically to [REDACTED]

PERSONAL AND CONFIDENTIAL

Regarding Case Number: [REDACTED]

Dear [REDACTED] the members of the Arnold Air Society:

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Emma Anderson
Student Conduct Case Manager

CC: Associate Director Student Activities - Jen Pelletier
Advisor- Major Arun Chittur

PERSONAL AND CONFIDENTIAL

Regarding Case Number: [REDACTED]

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Email: [REDACTED]

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Throughout the candidate processes in the fall 2019 and spring 2020 semesters, new members were encouraged/required to participate in physical training (PT) not properly supervised by AFROTC staff, creating a substantial risk of causing mental or physical harm. Activities include, but are not limited to, new members:

- completing PT that established members are not all required to do
- participating in PT in conditions they were not adequately prepared to be in
- believing they could not stop if injured due to the potential negative impact on other members of the candidate class

Additionally, new members were required to memorize and recall information related to AFROTC and the Arnold Air Society, which took 5-10 additional hours a week for candidates to be appropriately prepared. Being unable to appropriately recall information when asked, could lead to being yelled at until the answer was delivered correctly, or in certain scenarios, being encouraged/required to complete calisthenics.

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

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I have received notice of the charges. I will return this form by email to anderson.3443@osu.edu by **June 2, 2020** at 4:30 p.m. I understand that if I do not return the form, it 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.


Date: 6 June 2020

Acknowledgements

Arnold Air Society Executive Board Member Signature: 

Date: 6 June 2020

Arnold Air Society Advisor Signature: _____

Date: _____

June 29, 2020

Arnold Air Society
Sent electronically to [REDACTED]

PERSONAL AND CONFIDENTIAL

Regarding Case Number: [REDACTED]

To [REDACTED] and the members of the Arnold Air Society:

I am writing to provide the Arnold Air Society with my decision. The organization took responsibility and requested an administrative decision for the following alleged violation(s) of the Code of Student Conduct:

- 3335-23-04 (L) Hazing. Doing, requiring or encouraging any act, whether or not the act is voluntarily agreed upon, in conjunction with initiation, 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. Failure to intervene, prevent, or report acts of hazing may constitute a violation of this section.

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- participating in PT in conditions they were not adequately prepared to be in
- believing they could not stop if injured due to the potential negative impact on other members of the candidate class

Additionally, new members were required to memorize and recall information related to AFROTC and the AAS, which took 5-10 additional hours a week for candidates to be appropriately prepared. Being unable to appropriately recall information when asked, could lead to being yelled at until the answer was delivered correctly, or in certain scenarios, being encouraged/required to complete calisthenics.

Sanction Consideration

I considered the following factors in determining appropriate sanctions:

- AAS's recent conduct history
- AAS's cooperative spirit throughout the conduct process
- the severity of the violations when considered on a continuum

Outcome

1) Deferred Revocation

At this time, I am deferring revocation of your organization's status as a registered student organization. However, any further violation of the Code of Student Conduct while on probation will invoke immediate revocation of your chapter's status as a registered student organization.

2) Disciplinary Probation

Your chapter is placed on disciplinary probation, effective immediately, through May 9, 2021.

Probation is a heightened state of warning that does not otherwise control or direct your organization's functioning. Rather, probation supports the organization's efforts to avoid additional violations, which could result in further disciplinary action, including extended probation or revocation of registration.

3) Reviewing New Member Process

In your sanction recommendations, you shared a desire for support in ensuring that AAS's new member training plans are in line with the Code of Student Conduct. To assist your organization in examining current practices in recruitment, new member education, and how these practices align with university expectations, you will meet with a member of the Student Activities staff.

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

To schedule this meeting, please contact the Associate Director of Student Activities, Jen Pelletier (pelletier.17@osu.edu) no later than August 29, 2020. In your email please include the date and times which work for the members of AAS. This meeting must take place no later than September 12, 2020. I will need an email from the staff member confirming completion of the meeting. This can be completed before the deadline if summer schedules allow for it.

4) New Member Curriculum

Your organization will work with your advisor and Student Activities to establish new standards, expectations, and a curriculum that will be used if you choose to continue having a new member process. Using this experience and the lessons your organization has taken away from it, AAS will summarize:

- the areas of strength and growth the chapter has when it comes to the new member process

- the organization's understanding of hazing and recommendations on how future members can avoid the same mistakes
- changes that were made to the new member process

This summary and your new curriculum are due to me by September 26, 2020, and must be submitted before beginning the autumn 2020 new member process.

5) *Hazing and Awareness Presentation*

Throughout the Student Conduct process, and in sanction recommendations, AAS expressed a desire to further understand the Code of Student Conduct to ensure that the organization is meeting all standards and expectations. As such, following your meeting with Student Activities and your completion of the new member curriculum, AAS will give a 45 minute presentation to staff from Student Conduct, Student Activities, and your advisor to demonstrate your understanding of university policy. The following topics should be included:

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

The presentation must occur no later than October 16, 2020. Please prepare slides and/or other materials for a 25 minute presentation. The remaining 20 minutes is reserved for follow-up questions and dialogue. While your entire membership should have the opportunity to contribute to the presentation, your leadership team is required to attend the presentation.

Please contact me at anderson.3443@osu.edu to schedule your presentation at least two weeks in advance of your intended presentation date.

Following your presentation to Student Conduct and Student Activities, you will give the same presentation to the entire membership of AAS. During this presentation, you do not need to include the recommendations for Student Conduct and Student Activities listed above. You will use the 20 minutes after the presentation for questions and dialogue.

Your advisor must be in attendance for the presentation to your organization. A minimum of 80% of the organization must be in attendance when this presentation is given. For those not in attendance, a separate time must be scheduled for organization leadership to review the information with the members. Please send me confirmation of attendance at the presentation, no later than October 30, 2020.

Given the current circumstances resulting from COVID-19, it may not be possible for these presentations to be given to all staff members and organization members at once, or it may be more appropriate to take a virtual format. Please work with me, and your advisors to determine an appropriate and safe delivery of the information.

6) Meetings with Student Conduct

We will continue to meet throughout your probationary period as described below:

- First meeting- During the autumn 2020 semester and prior to new member recruitment
- Second meeting- During the spring 2021 semester and prior to new member recruitment

The intention of the meetings is to maintain communication regarding the growth and progress of your organization and discuss your recruitment plan for the upcoming semester. The organization must have a minimum of two organization members attend each meeting.

To schedule your meetings, please email anderson.3443@osu.edu with dates and times you are available.

Summary of dates

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

- New Member Process Review Meeting Scheduled- August 29, 2020
- New Member Process Review Meeting Completed- September 12, 2020
- New Member Curriculum- September 26, 2020
- Hazing Presentation for Student Conduct and Student Activities Completed- October 16, 2020
- Hazing Presentation for AAS Members Completed- October 30, 2020
- First Meeting with Student Conduct- during the autumn 2020 semester and prior to new member recruitment
- Second Meeting with Student Conduct- during the spring 2021 semester and prior to new member recruitment
- Disciplinary Probation Complete- May 9, 2021

Requests for Extensions and Modifications

I understand that the current circumstances resulting from COVID-19 may create difficulties in organizing and completing sanctions. Please communicate with me by email at anderson.3443@osu.edu regarding any challenges your organization encounters. I can be flexible with due dates, as appropriate, if you are making a good-faith effort.

Adjustments due to COVID-19 Response

These sanctions have been deliberately structured to promote learning in a “typical campus environment.” Should COVID- 19 conditions alter that environment, Student Conduct reserves the right to extend any sanctions or sanction deadlines found in this letter. For example, should prohibitions on events and group meetings, impact the autumn schedule for new member recruitment and training, the meetings with Student Conduct, would be pushed back a semester to make sure that additional support is provided for multiple recruitment periods.

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 on all sanction items. That address is studentconduct@osu.edu.

Appeal

Because you accepted responsibility, you may only appeal on the basis that the disciplinary sanction is grossly disproportionate to the violation committed. To do so, you must submit your appeal in writing, directed to the Vice President for Student Life, no later than 4:00 pm on July 6, 2020. You may use the online appeal form found at <https://go.osu.edu/appeals>, or the form attached to this letter to submit your appeal. If you elect to use the attached document, please turn it in 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.

Upon request, Student Life's Student Advocacy Center (<http://advocacy.osu.edu>) is able to provide information and assistance about this process, including the possible impact that any assessed sanctions may have on you.

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,



Emma Anderson
Student Conduct Case Manager

CC: Associate Director Student Activities - Jen Pelletier
Interim Assistant Vice President for Student Life - Matt Couch
Advisor- Major Arun Chittur



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 _____