

Case No: [REDACTED]

Organization Name: Sigma Pi

Charge Date: 2019-11-08

Hearing Date: November 25, 2019

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

**Case: 4 - Hotline Web
Student Conduct
General Student Issues**

Case Snapshot

Opened: 09/29/2019
Days open: Less than 24 hours
Last modified: 09/29/2019 9:18 PM
Intake method: Hotline Web
Status: Open
Alert: Green

General Case Info

Case number:
4
Received/Reported date:
09/29/2019
Language:
English
Assigned tier:
Student Conduct

Issue

Primary issue:
General Student Issues

Case Details

Reported tier information

Case type:
Allegation
Intake method:
Hotline Web

Location

Organization/Building name:
OSU - Student Conduct
Location/Address:
Ohio State University Sigma Pi house
City:
Columbus
State/province:
OH
ZIP/postal code:
43201
Country:
United States

Reporter contact information

Is the reporter an employee?
No

Reporter anonymous:

Yes

Case Information

Relationship to Institution:

Student

Please identify the person(s) engaged in this behavior:

Unknown Unknown - Fraternity brothers

Do you suspect or know that a supervisor or management is involved?

No

Is management aware of this problem?

No

What is the general nature of this matter?

Sigma Pi is hazing

Where did this incident or violation occur?

At the Sigma Pi house

Please provide the specific or approximate time this incident occurred:

Yesterday, September 28, 2019 around 8:00 PM

How long do you think this problem has been going on?

1 to 3 months

How did you become aware of this violation?

I heard it

Details:

My roommate, [REDACTED] joined Sigma Pi about a month ago. He really likes the brothers because according to him, "They are super chill." He also loves to party but does so to a limit. However, he has come back to the room agitated. I ask him what the problem is and he said that the fraternity was making him do wall sits as they blew smoke into his face, I told him that that was hazing and they can't do that so he either needs to walk away from the frat or report it. He was in denial that he was getting hazed. Over the past few weeks, they have made him go to events against his will and he makes it sound like they're threatening him to. Last night, I came to the room around midnight and I saw my roommate in pain. He told me he was riding his longboard home drunk and feels like he fractured his wrist and hurt his shoulder from falling off the longboard. While drunk, he told me everything that happened last night. He said that the fraternity made him come to another event against his will. They were playing a game where the person losing has to drink the most shots. My roommate wasn't good at that game so he was stuck drinking a bunch of shots that he knew was over his limit. He claimed that he told them that this was too much for him and he said they then threatened to beat him up and forced him to drink anyways. However, he is in denial that this is putting him in danger. I have talked to a few other people about the situation and they agree with me that this needs to be reported but anonymously because we want to leave my roommate's name out of this for now. I am not the one to report a lot of things but when I'm hearing similar cases about people getting forced to drink to excess and dying because of it, I know that yesterday's situation is a big problem and I fear that it is going to get worse with my roommate.

Participants

Name	Job Title	Relationship	Role	Results	Notes
Unknown Unknown	Fraternity brothers	None	None	None	

Attachments

None

October 4, 2019

PERSONAL AND CONFIDENTIAL

Regarding Case Number: [REDACTED]

To the members of the Gamma chapter of Sigma Pi Fraternity, International,

In accordance with the [Registration Guidelines for Student Organizations](#) and the [Code of Student Conduct](#), I have determined reasonable cause exists to believe that the activities of the Gamma chapter of Sigma Pi Fraternity, International, pose a significant risk of substantial harm to the safety and security of its members, potential new members and others. This determination is based on allegations involving hazing and the distribution of alcohol during the autumn 2019 semester.

As a result, I hereby place the Gamma chapter on interim suspension and temporarily discontinue the Gamma chapter's registration as a recognized student organization of The Ohio State University, pending a full investigation of this matter by the Office of Student Life Student Conduct.

Member list with contact information

As part of the investigation, I am requesting a list of the names and contact information for:

- all current members,
- all new or initiated members that disaffiliated from the chapter during the autumn 2019 semester, and
- all potential new members or students who have indicated interest in joining your chapter.

Contact information must include:

- names
- email
- cell numbers
- school rank
- member status (new member, disaffiliated member, etc.).

Terms of interim suspension

During the period of this interim suspension, the Gamma chapter shall not be eligible to participate in any recognized student organization activities, including but not limited to chapter meetings or programs, Greek Council meetings and sponsored activities, Welcome Week activities, intramural sporting events, Greek Week, recruiting of new members, chapter social events or social events with any other student organizations. In addition, all membership intake activities must cease during the period of interim suspension.

Failure to comply

Failure to adhere to the terms of this interim suspension will subject the chapter and participating individual members to further disciplinary action under the Code of Student Conduct 3335-23-04 (G) for Failure to Comply with a University Official.

Notice to membership

This letter must be forwarded to all members and potential new members to place them on notice of the interim suspension as individual members may be held responsible for failing to comply with the directives within this letter.

You must copy Student Conduct at studentconduct@osu.edu and the Director of Sorority and Fraternity Life at defreitas.12@osu.edu on the email sent to all members and new members within two hours of the receipt of this letter to ensure all members are aware of their individual responsibility during the interim suspension.

Request for reinstatement

The Gamma chapter has the right to request reinstatement. That request must be in writing and must include supporting documentation or evidence that the Gamma chapter does not pose or no longer poses a significant risk of substantial harm to the safety or security of themselves or others or to property. Submit your written request to me by email to mull.67@osu.edu. Please consult the Code of Student Conduct, Section 3335-23-20, for a complete description of this process.

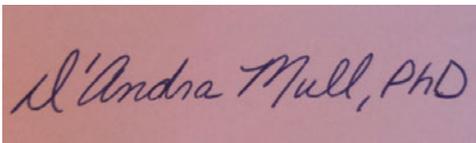
Notice to others

We will share notice of this interim suspension with other university officials, Sigma Pi Fraternity, International, and other necessary members of the university community, including your peer organizations.

Investigation

Finally, Student Conduct will soon send notice of its investigation, including the name and contact information of the assigned case manager. It is important that you meet with the case manager and follow all instructions and directives given to you by Student Conduct. Please know that any efforts by the Gamma chapter, its members or other students acting on its behalf that could be considered retaliation or student conduct system abuse will not be tolerated and could result in additional disciplinary action against the chapter or the involved individual students.

Sincerely,

A handwritten signature in blue ink on a light purple background. The signature reads "D'Andra Mull, PhD".

D'Andra Mull, PhD
Associate Vice President for Student Life & Dean of Students

October 4, 2019

Sigma Pi

Sent electronically to [REDACTED]

PERSONAL AND CONFIDENTIAL

Regarding Case Number: [REDACTED]

To the members of the Gamma chapter of Sigma Pi Fraternity, International:

Student Conduct has received information that describes conduct by the Gamma chapter during the autumn 2019 semester. The report details practices in your chapter's new member process. 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.
- 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.

As a leader of the organization, you must contact Student Conduct **as soon as possible**, and no later than October 9, 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 volkman.9@osu.edu prior to our meeting.

The Dean of Students directed you to submit member rosters with contact information to Student Conduct. We will review that information during our meeting.

You may bring one advisor and a registered co-leader (if applicable) to your preliminary conference. Your advisor can be any person who is not involved as a witness or other participant

in the case. Employees of the university's Student Advocacy Center (<http://advocacy.osu.edu>) are available to provide advisor services or other support throughout this process upon request. To find out more information about these services or to request advisor services, please e-mail the Student Advocacy Center at advocacy@osu.edu.

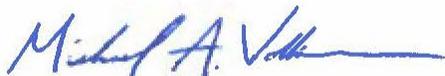
You will find the Code of Student Conduct and information about our process at <http://studentconduct.osu.edu>. Additionally, I have attached a Statement of Student Rights and a description of the university's Hearing Procedures to this letter.

Students are responsible for requesting accommodations when they feel they are needed. Should you need an accommodation based on the impact of a disability during the Student Conduct process, please contact the university's ADA Coordinator's office at (614) 292-6207 (voice), (614) 688-8605 (TTY), ada-osu@osu.edu, or visit <https://ada.osu.edu/>. One week's notice will allow for seamless access. Should you need additional time in order to seek any appropriate accommodation, please contact me immediately.

If you do not contact our office by October 9, 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,



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
[REDACTED]
Chapter Advisor - Andy Shuman
Executive Director/CEO of Sigma Pi Fraternity, International - Jonathan Frost

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.

November 8, 2019

Sigma Pi

Sent electronically to [REDACTED]

PERSONAL AND CONFIDENTIAL

Regarding Case Number: [REDACTED]

Dear [REDACTED] members of the Gamma chapter of Sigma Pi:

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]

Please be advised that the investigative summary is a confidential document, and thus you may not save, print, screenshot, photograph, or otherwise seek to "record" the document. Further, this investigative summary is a draft. Should you choose a hearing to resolve the charges, our office will provide you with a copy of the the investigative packet, and you will be invited to add relevant material(s).

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 volkman.9@osu.edu. This form is due by 4:30 p.m. on November 13, 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.

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 volkman.9@osu.edu. This form is due by 4:30 p.m. on November 13, 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,

A handwritten signature in blue ink that reads "Michael A. Volkman". The signature is fluid and cursive, with a long horizontal stroke at the end.

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
Chapter Advisor - Andy Shuman
Executive Director/CEO of Sigma Pi Fraternity, International - Jonathan Frost
Chapter Management Associate of Sigma Pi Fraternity, International - Joshua Borjas

PERSONAL AND CONFIDENTIAL

Regarding Case Number: [REDACTED]

CHARGE & PROCESS FORM

Name: Sigma Pi

Email: [REDACTED]

I. Charge(s): It is alleged that your chapter 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.
- 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.

It is alleged that during the fall 2019 semester, the Gamma chapter of Sigma Pi violated Ohio State University's Code of Student Conduct by requiring, encouraging, participating in, and/or facilitating activities or other conduct that caused and/or created a substantial risk of causing mental and/or physical harm and/or humiliation. This includes, but is not limited to:

- Alcohol being made available and offered to new members, several under the age of 21, at social events and/or during their new member process;
- New members were required to participate in physical activities such as holding stress positions including, but not limited to, wall sits and push-ups, that were consequences for missing quiz questions given during Thursday new member meetings;
- New members were asked to run errands for initiated members of Sigma Pi in order to obtain signatures;
- New members had to conduct interviews with initiated members as part of the new member process; and
- New members were required to serve as sober monitors, door security, and/or bartenders as a part of their new member process.

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 1:00 p.m.**

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

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 **November 13, 2019.**

Signature: _____ Date: _____

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 1:00 p.m.

Fridays starting at 9:00 a.m.

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 **November 13, 2019.**

Signature

Date:

13 NOV 19

November 25, 2019

Sigma Pi

Sent electronically to [REDACTED]

PERSONAL AND CONFIDENTIAL

Regarding Case Number: [REDACTED]

Dear [REDACTED] and members of the Gamma chapter of Sigma Pi:

I am writing to provide the Gamma chapter of Sigma Pi with my decision. The chapter took responsibility and requested an administrative decision for the following alleged violations 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.
- 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.

It is alleged that during the fall 2019 semester, the Gamma chapter of Sigma Pi violated Ohio State University's Code of Student Conduct by requiring, encouraging, participating in, and/or facilitating activities or other conduct that caused and/or created a substantial risk of causing mental and/or physical harm and/or humiliation. This includes, but is not limited to:

- Alcohol being made available and offered to new members, several under the age of 21, at social events and/or during their new member process;
- New members were required to participate in physical activities such as holding stress positions including, but not limited to, wall sits and push-ups, that were consequences for missing quiz questions given during Thursday new member meetings;
- New members were asked to run errands for initiated members of Sigma Pi in order to obtain signatures;
- New members had to conduct interviews with initiated members as part of the new member process; and
- New members were required to serve as sober monitors, door security, and/or bartenders

as a part of their new member process.

Sanctions

I considered the following factors in determining appropriate sanctions:

- Sigma Pi's recent conduct history
- prior sanctions (attached)
- the severity of the violations when considered on a continuum
- Sigma Pi's proposed sanctions

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

Student Conduct issued an outcome letter in November 2018 to the Gamma chapter of Sigma Pi in response to allegations of alcohol. Student Conduct worked with the chapter in redirecting behavior concerns in their chapter and in the campus community. Since issuing the 2018 outcome letter, the university has not received any additional reports regarding continued behavior inconsistent with the university's expectations. However, it is apparent that the allegations from this incident, including but not limited to, acts of hazing of new members and providing alcohol to new members, would have been occurring during this time. The incident from 2018 and its resulting sanctions provided an opportunity for the chapter to recommit to leading the community in hosting safe events and initiatives for its members, new members, and guests.

Sigma Pi's international office was copied on all official communication throughout the investigation and charging stages of this case. However, the Gamma chapter has not had an advisor participate in any meeting and/or conversation with Student Conduct and/or Sorority and Fraternity Life until a decision had been rendered. Student Conduct asked [REDACTED] to submit sanction recommendations in conjunction with their local advisor and national headquarters. The chapter's response identified no advisors by name. Nor did [REDACTED] copy an advisor or anyone from the national organization. The lack of communication and support from the Sigma Pi headquarters or local advisors does not provide Ohio State any standing to trust that the men of the Gamma chapter will receive the appropriate guidance or support to be successful conducting itself within the expectations of the Code of Student Conduct or the sorority and fraternity community.

Due to the severity of the incidents in this case, the chapter's past conduct history, and the lack of support and/or involvement from the local advisors or international headquarters, I have determined the most appropriate and proportionate response is the revocation of the chapter's registration. I hope this outcome provides Sigma Pi the time necessary to develop a plan of engagement to develop a culture that upholds the university's values and expectations for student organizations in a future re-established chapter.

The Gamma chapter's registration as a student organization is revoked effective **November 25, 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 Sigma Pi at Ohio State, your international organization must begin communication at least one year prior to reestablishing, **but no sooner than January 1, 2022**.

With Sigma Pi's revocation of recognition as a registered student organization at Ohio State, the 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, Sigma Pi'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 Sigma Pi 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 15, 2019.

The Office of Student Life will contact parents and families of organization members and potential new members to inform them of this outcome and provide additional care and support resources available to their student.

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

Because your chapter accepted responsibility, it 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 p.m. on **December 4, 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: Senior Director of Parent and Family Relations and Greek Life - Ryan Lovell
Director of Sorority and Fraternity Life - Kim Monteaux De Freitas
Chapter Advisor - Andy Shuman
Executive Director/CEO of Sigma Pi Fraternity, International - Jonathan Frost
Chapter Management Associate of Sigma Pi Fraternity, International - Joshua Borjas
[REDACTED]

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 _____

November 15, 2018

Sigma Pi

Sent electronically to [REDACTED]

PERSONAL AND CONFIDENTIAL

Regarding Case Number: [REDACTED]

Dear [REDACTED] and members of the Gamma Chapter of Sigma Pi Fraternity,

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

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

Specifically, it was alleged that the Gamma Chapter of Sigma Pi co-hosted an unregistered event with alcohol on September 14, 2018 at your house and failed to successfully implement risk management practices (e.g., BYOB, monitoring a guest list, checking IDs etc.) which resulted in intentionally or unintentionally providing alcohol to guests under the age of 21. As a result, an individual experienced adverse reactions to alcohol.

I considered the following factors in determining appropriate sanctions:

- Sigma Pi's recent conduct history
- Sigma Pi's cooperative spirit throughout the conduct process
- The severity of the violations when considered on a continuum
- Sigma Pi's proposed sanctions

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

Disciplinary Sanction

Your chapter's **disciplinary probation** is effective immediately 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.

Educational Sanctions

Risk Management Policy Review

Your chapter will conduct a risk management policy review, focusing on events when alcohol is present, in collaboration with your Alumni Board, Chapter Advisor, and/or a National/ Regional Representative(s). This review should be based on current and past practices, beliefs, values, and attitudes of new, initiated, alumni, and Ohio State community members.

Your chapter must submit a summary of the risk management policy review to Student Conduct and the Director of Sorority and Fraternity Life before January 25, 2019. Please include the following in the summary:

- the names and contact information of those individuals who assisted your chapter with the review
- an executive summary of the changes that were made through your review, and
- a detailed plan describing how your chapter will document risk management practices to prove compliance (e.g., taking pictures of the check-in table throughout the night, saving guest lists, receipts for paid security).

National Office Representative Visit

Your chapter proposed to have a representative from the Sigma Pi national office visit during the spring 2019 semester. Your national office identified that the visit will be specifically used to educate the entire membership on Risk Awareness practices pertaining to alcohol and drugs, hazing, bystander intervention, and sexual assault. Time will also be set aside to review the risk management programming conducted locally by the chapter leadership. The consultant will meet with Sorority and Fraternity Life, as well as others deemed appropriate.

In our continued collaboration with your chapter, I agree to this proposed sanction. As such, your chapter must plan, organize and complete a national office visit during the spring 2019 semester, and no later than April 1, 2019. In order to confirm this sanction completed, the representative meeting with your chapter must send me an email confirming this visit has been completed.

Risk Management Review

To culminate your organization's hard work in assessing, developing, and documenting risk management practices, you will present a Risk Management Review to your chapter during the spring 2019 semester. During this presentation the chapter leadership officers will review the risk management policy review, provide an overview of the new alcohol policy released by the NIC which Sigma Pi is a member, and provide guidelines and expectations the organization has for all members when it comes to alcohol during events, as well as when members are consuming alcohol on their own.

This presentation should be facilitated by the chapter leadership with opportunities for dialogue and questions. A minimum of 80% of your chapter must be in attendance along with your advisor. This presentation is due no later than April 1, 2019. Please have your advisor email me confirming that this has been completed.

Follow-up Meetings

As I am invested in your chapter's continued success, you must meet with me and your liaison in Sorority and Fraternity Life once during the spring 2019 semester and once during the fall 2019 semester to discuss the success and challenges of implementing your risk management practices. The chapter must have a minimum of two (2) chapter members attend each meeting.

To schedule your meetings, you must contact me and your liaison, and provide a list of dates and times which you are available.

Summary of Dates

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

- Disciplinary Probation - Effective immediately through May 5, 2019
- Risk Management Policy Review – Due no later than January 25, 2019
- National Office Representative Visit - During the Spring 2019 semester and no later than April 1, 2019
- Risk Management Review – During the Spring 2019 semester and no later than April 1, 2019
- Follow Up Meetings: Meeting with me and liaison during spring 2019 semester and autumn 2019 semester

Requests for Extensions and Modifications

Your organization's president must submit requests for extensions or minor modifications to studentconduct@osu.edu. Requests must contain a detailed rationale for the request.

Staffing Change

Should Student Conduct no longer employ me, or if my role were to change, another staff member will monitor sanction completion. To account for such a change, please include studentconduct@osu.edu on all of the sanction items described in this letter.

Appeal

Because your chapter accepted responsibility, you may only appeal on the basis that the disciplinary sanction imposed is grossly disproportionate to the violation committed. To do so, you must submit your appeal in writing, directed to the Senior Vice President for Student Life, no later than 4:00 p.m. on November 26, 2018. Use the online appeal form found at <https://go.osu.edu/appeals> to submit your appeal. You may also submit a written appeal using the form attached to this letter. Please turn in that signed form along with any relevant documentation to 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 8:00 a.m. and 5:00 p.m. Monday through Friday.

Sincerely,

A handwritten signature in cursive script that reads "Aaron Reistad". The signature is written in black ink and is positioned to the right of the word "Sincerely,".

Aaron Reistad
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
Sonny Age

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 action.

 _____
Signature Date 12/04/19

For Student Conduct Staff: _____
Received by: *Matt AV* Time 3:40 pm

Date Stamp:
12/4/2019

Delivered to Appeal Officer _____
Date 12/4/19

RECEIVED
DEC 4 2019
STUDENT CONDUCT

Dear The Office of Student Conduct at Ohio State University,

I am appealing case [REDACTED] on the grounds of "Disciplinary sanction imposed is grossly disproportionate to the violation(s) committed, considering the relevant aggravating and/or mitigating factors". The following appeal will be broken up into three main sections, describing what has occurred, the changes I foresee for this chapter, and the impact this decision has on the lives of the men in the chapter.

To begin with, the initial allegations were under false pretense, as one of the new members roommates incorrectly assumed his injury was a result of the actions of the fraternity. The new member has stated that he would testify that his injury was his own responsibility, as he was traveling on his own skateboard at a fast speed. Although I do not have all the information about what the new member's roommate said, this aspect of his report to the university was completely false. Another topic that relates to the current situation of Sigma Pi [REDACTED]
[REDACTED]
[REDACTED] for the actions against the new members and could be considered dangerous to future new members. With this being said [REDACTED] for the Gamma Chapter of Sigma Pi and the treatment of the new members from now until our next election in November of 2020.

Although a violation is a violation, I feel the chapter has received an egregious sanction considering the safety of the new members were not in jeopardy. Our chapter did not include any forced drinking, as our chapter understands the dangers of hazing, and therefore our chapter was quite surprised with the severity of the charges we faced. I also know that all of the new members would say that they did not feel like they were in danger, or that our chapter has the desires to put them in that sort of situation. I believe the charges against us make the situation more intense than it really is, while I do understand the rules and regulations that come with hazing. I stand by the character of every one of my brothers of this chapter, and I can assure you that our chapter had no intentions to harm or put the new members in a situation we would not feel comfortable with.

[REDACTED] I look at this situation as an opportunity to change, reflect and redirect our chapter. Specifically, I want to enact a complete reconstruction of the new member process, as well as an increased importance to overall member education. We will do this with the assistance and advice of our alumni advisors and national office, we will be increasing the education on Sigma Pi and Ohio State University policies and procedures, including but not limited to anti-hazing, bystander intervention, and a healthier and safer chapter culture. In terms of the reconstruction of the new member process, I will see to it that the active chapter members undergo education on proper new member expectations, while at the same time, providing education to new members on our anti-hazing policy, and what they should and should not expect, as new members of Gamma Chapter of Sigma Pi. In addition, Gamma Chapter of Sigma Pi will be reviewing our bylaws to strengthen the sanctions on members who violate our policies and decide to engage in activities that could include a temporary suspension to expulsion of membership. Here are some changes that will be made this next semester:

- No recruitment in the spring, we will solely focus on new member education of current members of Sigma Pi so we can commence recruitment in the fall
- [REDACTED]
- Instances of hazing will be punished by 1 hour of community service, as well as temporary weekly suspension of planned social events
- Monthly meetings with The Office of Student Conduct to overview the current situation of the chapter and answer any questions that there may be
- Every chapter meeting will begin with a discussion as to how we can improve with the new member process in the fall

Finally, as we accept the responsibility of our actions, we would want a second chance in taking this as a learning opportunity for our futures as men. [REDACTED] I speak for our chapter and the concerns around our name at this campus being associated with hazing and mistreatment of people. We men are a part of many programs on campus, such as the Reserve Officers Training Corps (ROTC). When I joined the fraternity this past spring, I had intentions of revitalizing the fraternity, and growing it into something where it could be a place for me to grow socially and as a man. I knew I wanted to be [REDACTED] because of my desire to lead my brothers, and to create something even larger than myself. [REDACTED] I have the opportunity to make this chapter what I want it to be and I do not intend for this chapter to go down the path that it is heading into.

In conclusion, my message of a direct and forward change in the ethics of our fraternity represents the impending future of our chapter, and our chapter would greatly appreciate another opportunity to make these changes. I speak on behalf of this fraternity, and I can say with confidence that we all are quality men with strong character, and that these charges will never happen again [REDACTED]

[REDACTED] I am also formally requesting a meeting following the submission of this appeal to dive into the details further. I hope this can be accommodated as I am new to my position and I feel unaware of the details of the case and how I would be able to move forward.

If you have any further questions or concerns, please feel free to reach me at [REDACTED] or email me at [REDACTED]

Thank you for the opportunity to appeal and go bucks,

[REDACTED]

[REDACTED]

The suspension period is too long.

9.) Provide additional information regarding your selection to the previous question.

Our chapter believes that the sanctions listed in our case are too harsh because the safety of the new members were not in jeopardy. Although we do accept responsibility for the actions that have occurred, the new members are willing to testify that they did not feel like they were in danger, or that our chapter would put them in a situation which would jeopardize their safety. We would greatly appreciate another opportunity to take a semester to learn from the mistakes we have made, and address the seriousness of the situation by [REDACTED] By purposefully not endangering the new members, we feel as though the punishment should not be as harsh, or as long as stated. Finally, our chapter understands the significance of our actions, and if we could have the chance to have another opportunity to stay on campus, I can promise that these allegations will never happen again [REDACTED] and many years after.

10.) Provide an alternative sanction (or sanctions) that would be proportionate (i.e., shorter probation/suspension periods; different effective start or end dates for a suspension period). A response to this question is REQUIRED to submit an appeal on the ground of "disproportionate sanction." The decision on whether to grant an appeal and alter a sanction, however, remains with the Senior Vice President of Student Life (or designee). If you are not submitting an appeal on this ground, enter "N/A."

Disciplinary probation through Fall 2020.

11.) Is there additional information you wish to share?

No

12.) If you are submitting other material with this appeal, please describe that material below.

I am submitting an appeal letter which outlines the overall appeal, which I turned in person. I also am submitting an appeal support form from our national office, written by Sigma Pi's CEO Jonathan Frost.

Attachments

appeallettersigmapi.docx

appealsupport.pdf

Pending IR #00031598

Submitted from 140.254.77.253 and routed to Michael Volkman (Senior Conduct Case Manager). Processed by routing rule #96.

Copies to: studentconduct@osu.edu,smith.4941@osu.edu,reeb.47@osu.edu

The Office of Student Conduct
The Ohio State University
1800 Cannon Drive
Columbus, Ohio, 43210

Dear office of Student Conduct in the Office of Student Life,

I write today to support the appeal for the men of Gamma Chapter of Sigma Pi Fraternity at Ohio State University.

As we were made aware of the allegations against the Chapter from you, we received little to no communication from [REDACTED]. We have been in communication with [REDACTED] and have been discussing with him the appeal. We support the plan that he has in place for the Chapter, and we will be providing additional support to him, his executive council, the Chapter, and the advisors.

We thank you for your collaboration and partnership, and look forward to Gamma Chapter having the opportunity to continue with their self-governance, as well as the opportunity to grow as men within Sigma Pi and the Ohio State campus and community.

If you have any questions you can contact me at 615-921-2300.

Sincerely,



Jonathan M. Frost
Executive Director/CEO

December 16, 2019

Sigma Pi

Sent electronically to [REDACTED]

PERSONAL AND CONFIDENTIAL

Regarding Case Number: [REDACTED]

Dear [REDACTED] and Sigma Pi:

I have received your appeal of the sanctions that resulted from your disciplinary case. 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 claim that the sanction imposed is grossly disproportionate to the violation committed.

I have given your appeal careful consideration. Based on my independent review of the record and supporting documents, I do not find that the sanction imposed is grossly disproportionate to the violations committed. 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: Conduct Case Manager - Michael Volkman
Director of Sorority and Fraternity Life - Kim Monteaux De Freitas