

Case: 243 - Hotline Web
Student Conduct
General Student Issues

Case Snapshot

Opened: 09/06/2022
Days open: Less than 24 hours
Last modified: 09/06/2022 12:32 AM
Intake method: Hotline Web
Status: Open
Alert: Green

General Case Info

Case number:
243
Received/Reported date:
09/05/2022
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:
Farmhouse ATZ - 153 E 14th Ave
City:
Columbus
State/province:
OH
ZIP/postal code:
43201
Country/Territory:
United States

Reporter Information

Is the reporter an employee?
No
Reporter anonymous:
Yes

Case Information

Relationship to Institution:
Other

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

[Redacted]

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

Do Not Know / Do Not Wish To Disclose

Is management aware of this problem?

Do Not Know / Do Not Wish To Disclose

What is the general nature of this matter?

Hazing

Where did this incident or violation occur?

Oh the fraternity property, inside the house. As well as in the Agricultural Campus and at Mirror Lake.

Please provide the specific or approximate time this incident occurred:

It happens once each semester for recruitment. It happens at the end of the "new member education" process and towards the end of each semester but before finals.

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

More than a year

How did you become aware of this violation?

It happened to me

Please identify any persons who have attempted to conceal this problem and the steps they took to conceal it:

All of the members of the fraternity. It is an expectation of membership to engage in secrecy surrounding the initiation process despite Farmhouse being "open ritual" on an international level.

Details:

The violation is ongoing. That being said, the extent of what I am aware of is that during the initiation week of FarmHouse ATZ fraternity at Ohio State the new members are put into a series of situations where their morals are compromised, their individuality diminished, and their limits pushed. It starts with a well meaning volunteering opportunity and other more pleasant things, but the following night they are quizzed on the history of the frat, general Greek knowledge, and the roster of active members. During this they are berated and distracted with pornography, people yelling, loud music, etc. for often several hours. The next day "songs" are performed. The expectation here is that the new members remember songs that were taught to them and are again berated and ridiculed veraciously. Interspersed in the extended duration of this scenario, the new members are "taught" new songs. All of these new songs are vile - either crass or downright promoting the raping of women (even to the extent of raping members of sororities right next to their location). The culmination of this harrowing experience is the last night - which is an all nighter. It's starts with deeply cleaning the house, then the new members are taught frat games with non alcoholic drinks. After this however, the new members are taken one by one to sign their name in the frat's blood book - once they sign they are then asked to grab one of many utensils to draw their blood and seal their oath. They are told to do it, but before they are able they are restrained and pricked with a diabetic needle and then told to cover their name with their blood. This has been happening at the fraternity since it's founding. Ultimately the members retain the right to refuse, but the environment is constructed in such a manner that it is considered to be an expectation to assimilate. This is followed by activities focused on trust - during which some active members have elected to brand themselves ([Redacted] - on his chest, [Redacted] - on the back of his thigh), but then the members all together release domesticated water foul into mirror lake - another longstanding tradition of the frat. Upon returning to their house, they go to the garage and disclose that it is actually a "secret drinking place" and they offer everyone a "breakfast beer" and then they drive to the nearest Bob Evans for a breakfast. I would recommend talking to [Redacted] (these are all active members, the first two living at the fraternity house - 153 E 14th Ave). As for alumni members to contact, Tyler Zimprer - who would be able to be contacted at [Redacted] Nicholas Haulman at [Redacted] and Emmanuel Heilman [Redacted]

Follow-ups

Reporter Additional Information

There are no additional notes for this incident.

Questions/Comments and Reporter Responses

There are no questions asked by the client.

Assignments & Access

Case assignee(s): Smith, Kelly

Restricted access: None

Case access list: Carson, Katelyn; Glaros, Chris; Grosh, Leigha; Haque, Nadia; Ninneman, Meghan; Peirano, Molly; Reeb, Krystal; Smith, Kelly; Tobias, Jessica; Wiechart, Kendra

Info Contributors

None

Participants

Name	Job Title	Relationship	Role	Results	Notes
[Redacted]	[Redacted]	None	None	None	
[Redacted]	[Redacted]	None	None	None	
[Redacted]	[Redacted]	None	None	None	

Attachments

Files from Reporter

#	File	Description	Date
1	Hazing Evidence.pdf	An itinerary for the "builder of men" week. Note Wednesday - goes from 3:00 pm to 7:30 AM on Thursday depriving new members of sleep while putting them through various initiation practices.	09/06/2022

Synopsis

Outcome of case

Primary outcome:

- Select One -

Secondary outcome 1:

- Select One -

Secondary outcome 2:

- Select One -

Action taken:

- Select One -

Additional details

Tasks

None

Case Notes

None

Related Cases

Cases Marked as Related to This Case

Case 243 has no listed relationships.

Builder of Men Week Actives

Sunday

3:00 Volunteer Activity

- For bigs/littles and anyone short on hours

5:30 Big/Little Dinners

- Schedule with your families

8:00 Brick Ceremony

- Brotherhood Speech
- Presentation of Letters

8:30 New Member Class Introduction

Monday

5:00 Dinner

5:45 Chapter Meeting

8:30 Quick Tests on Ag Campus (1.5 hr)

- Gatekeepers be there!

9:30 Who-Am-I?

10:00 Final Exam (1.5 hr)

DONE BY 12:30

Tuesday

6:00 Formal Dinner

- (for new members)

8:00 Spiritual Event

9:15 Songs

- Poems

10:30 Kiss the Moose

11:00 Bombardiers

DONE BY 11:30 PM

Wednesday

- 3:00 House Cleanup

- 7:00 Pizza and Frat Games

- 8:45 Blood Book

- 10:15 Trust Activities

- 2:30 am Duck Walk

- 3:30 am *Active Ditch*

- 5:00 am ATZ Ceremony

- 5:30 am Breakfast Beer

- 6:00 am Bob's Breakfast

DONE BY 7:30 am



September 6, 2022

Ohio State chapter of FarmHouse International Fraternity

PERSONAL AND CONFIDENTIAL

Regarding Case Number: [REDACTED]

To the members of the Ohio State Chapter of FarmHouse International Fraternity:

In accordance with the Registration Guidelines for Student Organizations and the Code of Student Conduct, I have determined reasonable cause exists to believe the activities of the Ohio State chapter of FarmHouse International Fraternity pose a significant risk of substantial harm to the safety and security of its members, potential new members and others. As a result, I hereby place the chapter on interim suspension pending a full investigation of this matter by the Office of Student Life Student Conduct.

Member list with contact information

Please refer to correspondence from Student Conduct for a directive to provide a complete roster. Student Conduct is requesting a list of the names and contact information for all current members, potential new members, including any students considered for new membership that left the new member process, whether voluntary or otherwise. Additionally, to the extent such information was retained, please include prospective students who did not receive a bid or invitation to join.

Contact information must include:

- first and last name
- **local address**
- email address
- cell number
- member status (new, initiated, disaffiliated, withdrew from new member process, non-member)

Additionally, please identify members holding leadership positions.

You must email the member list to Kirby Bell at bell.1776@osu.edu no later than 4 p.m. on Thursday, September 8, 2022.

Terms of interim suspension

During the period of this Interim Suspension, the chapter shall not be eligible to participate in any recognized student organization activities, whether in-person or “virtually,” 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. **All new membership activities must cease during the period of Interim Suspension.**

Failure to adhere to the terms of this interim suspension of chapter activities 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 University Authority.

Notice to membership

You must forward this letter to all members/potential new members to place them on notice of the interim suspension. Further, this letter provides notice to individuals that they 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 dfreitas.12@osu.edu on the email sent to all members/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 chapter has the right to request reinstatement or modifications of the interim suspension. Requests must be made in writing and must include supporting documentation or evidence that the chapter (or the proposed modification) 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 by email to me at glassman.5@osu.edu and to Associate Dean of Students, Ryan Lovell, at lovell.113@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, FarmHouse International Fraternity, and other necessary members of the university community, including your peer organizations. Additionally, we have reported the allegation to the appropriate law enforcement agency to comply with Collin's Law: Ohio's Anti-Hazing law.

Investigation

It is important that you continue to follow all instructions and directives given to you by Student Conduct. Please know that any efforts by the 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.

Sincerely,

A handwritten signature in black ink, appearing to read 'D. G.', with a stylized, cursive flourish extending from the end.

Danny Glassmann (he/him/his)

Associate Vice President for Student Engagement & Support and Dean of Students

September 6, 2022

Ohio State chapter of FarmHouse International Fraternity

PERSONAL AND CONFIDENTIAL

Regarding Case Number: [REDACTED]

To [REDACTED] the members of the Ohio State chapter of FarmHouse International Fraternity:

Student Conduct has received information that describes conduct by FarmHouse over the past year that includes alleged hazing by the chapter. 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 (J) Unauthorized Presence. Unauthorized entrance to or presence in or on university premises.
- 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.

To schedule a preliminary conference, follow this link: go.osu.edu/kirbybell. Please select either preliminary meeting option when scheduling. The meeting needs to be scheduled by September 9, 2022, but the meeting does not need to occur before this date. Only sign up for one meeting time.

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/internal investigation, text

messages, photos, emails, etc., please email them to me at bell.1776@osu.edu before our meeting.

Prior to our meeting, your chapter must provide a complete roster of all members in your chapter (i.e., new members/pledges and active members). A complete roster includes each member's:

- first and last name
- OSU email address
- cell phone number
- local address status (include all inactive, "early alumni," and members that have resigned or been suspended or expelled within the last 12 months)

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 bell.1776@osu.edu.

All members of the organization are advised that should they violate the directives listed in this letter 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.

I encourage you to bring one local advisor, an advisor from your inter/national headquarters and a registered co-leader (if applicable) to your preliminary conference. Your advisors can be any person who is not involved as a witness or other participant in the case. Student Life's Advocacy Center (<http://advocacy.osu.edu>) is unable to serve as an advisor, but upon request, they are able to provide information and assistance about the conduct 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 schedule with me by September 9, 2022, 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.

I look forward to speaking with you.

Sincerely,

A handwritten signature in black ink, appearing to be the initials 'KB' with a large, stylized flourish underneath.

Kirby Bell (She/Her)
Sr. Assistant Director

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)**
 - University staff members authorized to investigate complaints usually request a meeting with students prior to issuing charges.
 - Once charges are issued, students can request another meeting.
 - 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)**
 - The advisor may be any person other than a witness.
 - 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)**
 - 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)**
 - 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.

September 28, 2022

██████████
Sent electronically to ██████████

PERSONAL AND CONFIDENTIAL

Regarding Case Number: ██████████

Dear ██████████ the members of the Alpha Tau Zeta chapter of FarmHouse:

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

Investigative Materials

You can access investigative materials through the link provided on the Charge and Process Form.

Because the packet contains documents protected by federal educational records law, you may not save, print, screenshot, photograph, or otherwise seek to "record" the document. However, you may take personal notes.

Charge and Process Form

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.

Once you have completed the form electronically or by hand, email it to bell.1776@osu.edu. This form is due by 4:30 p.m. on **October 1, 2022**. 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.

Resources

I have copied Teri Cugliari your SFL Chapter Liaison, who will be available to support you as a chapter leader while you navigate this process.

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/>.

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, appearing to read 'Kirby Bell'. The signature is stylized with large, sweeping loops and a vertical line through the middle.

Kirby Bell (She/Her)
Sr. Assistant Director

CC: Kahlin McKeown - FarmHouse Fraternity Assistant Executive Director for Student Engagement

Tim Hornsby - FarmHouse Fraternity Advisor

Associate Director of Sorority and Fraternity Life - Teri Cugliari

PERSONAL AND CONFIDENTIAL

Regarding Case Number: [REDACTED]

CHARGE AND PROCESS FORM

Name: [REDACTED] the members of the chapter of FarmHouse

Email: [REDACTED]

I am writing to give you an update on your conduct case. I have concluded my investigation and determined there is reasonable cause to issue charges under the Code of Student Conduct. This does not mean you have been found in violation of the charge(s) listed below.

Rather, as we move forward in the conduct process, this is your opportunity to choose a resolution option.

I. Charge(s): It is alleged that on or around , the chapter of FarmHouse violated the following sections of the Code of Student Conduct:

It is alleged that during the spring 2022 semester, the Alpha Tau Zeta chapter of FarmHouse engaged or attempted to engage in conduct that includes, but is not limited to:

The Spring 2022 Builder of Men week included activities that created, or could have created, a substantial risk of causing mental or physical harm, humiliation, and/or sleep deprivation. Activities included, but not limited to:

- An overnight component during the Builder of Men Week that ran from approximately 4 p.m. through 7 a.m.
- Activities which included alcohol being offered to new members during Builder of Men week, including the “breakfast beer” toast
- Activities where new members were charged with the care of two ducks for a secret Builder of Men week tradition. This care included providing shelter, water, food, and time to care for animals

Which is prohibited by the following section(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.

- 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.

Investigative Summary

An investigative summary is provided with information found throughout the investigation and additional details related to the above charge(s). Click the link below to review the document.

[REDACTED]

Password: [REDACTED]

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

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

_____ On behalf of the chapter of FarmHouse 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 FarmHouse 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 FarmHouse 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 bell.1776@osu.edu by **October 1, 2022** 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

FarmHouse Executive Board Member Signature: _____

Date: _____

FarmHouse Advisor Signature: _____

Date: _____

PERSONAL AND CONFIDENTIAL

Regarding Case Number: [REDACTED]

CHARGE AND PROCESS FORM

Name: [REDACTED] the members of the chapter of FarmHouse

Email: [REDACTED]

I am writing to give you an update on your conduct case. I have concluded my investigation and determined there is reasonable cause to issue charges under the Code of Student Conduct. This does not mean you have been found in violation of the charge(s) listed below.

Rather, as we move forward in the conduct process, this is your opportunity to choose a resolution option.

I. Charge(s): It is alleged that on or around , the chapter of FarmHouse violated the following sections of the Code of Student Conduct:

It is alleged that during the spring 2022 semester, the Alpha Tau Zeta chapter of FarmHouse engaged or attempted to engage in conduct that includes, but is not limited to:

The Spring 2022 Builder of Men week included activities that created, or could have created, a substantial risk of causing mental or physical harm, humiliation, and/or sleep deprivation. Activities included, but not limited to:

- An overnight component during the Builder of Men Week that ran from approximately 4 p.m. through 7 a.m.
- Activities which included alcohol being offered to new members during Builder of Men week, including the “breakfast beer” toast
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Which is prohibited by the following section(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.

- 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.

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An investigative summary is provided with information found throughout the investigation and additional details related to the above charge(s). Click the link below to review the document.

[REDACTED]

Password: [REDACTED]

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

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

[REDACTED] On behalf of the chapter of FarmHouse 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 FarmHouse 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 FarmHouse 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 bell.1776@osu.edu by **October 1, 2022** 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: 9/28/22

Acknowledgements

Date: 9/29/22

FarmHouse Advisor Signature: Timothy Hornsby

Date: 9/29/2022

October 7, 2022

FarmHouse

Sent electronically to [REDACTED]

PERSONAL AND CONFIDENTIAL

Regarding Case Number: 2022193901

To [REDACTED] the members of The Ohio State chapter of FarmHouse:

I am writing to provide the Alpha Tau Zeta chapter of FarmHouse with my decision. The chapter took responsibility and requested an administrative decision for the following 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.
- **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.

Specifically, the spring 2022 Builder of Men week included activities that created, or could have created, a substantial risk of causing mental or physical harm, humiliation, and/or sleep deprivation. Activities included, but are not limited to:

- an overnight component during the Builder of Men week that ran from approximately 4 p.m. through 7 a.m.
- activities which included alcohol being offered to new members during Builder of Men week, including the “breakfast beer” toast
- activities where new members were charged with the care of two ducks for a secret Builder of Men week tradition. This care included providing shelter, water, food, and time to care for animals

Sanction Consideration

I considered the following factors in determining appropriate sanctions:

- the cooperation and engagement of the chapter, its members, and local and international representatives
- the culture change already underway as demonstrated by changes made by current members to remove problematic activities, they experienced two or more new member classes ago

Outcome

Disciplinary Probation

Your chapter's disciplinary probation is effective immediately through **May 7, 2023**. 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 or revocation of registration.

BuckeyeLearn Anti-Hazing Training

All members (100%) must complete the online BuckeyeLearn training titled Collin's Law Anti-Hazing. The training must be completed no later than **November 15, 2022**. The training is available using the following links:

- <https://go.osu.edu/stophazing>
- <https://go.osu.edu/stophazingaccessible> - accessible version of the training

The chapter president must delegate the responsibility for tracking and documenting completion of the training to another officer/executive board member. That officer/member will email instructions that include an internal deadline to complete training that provides sufficient time for members to send the delegated officer/member a copy of their completion certificate PDF. The delegated officer/member will compile the PDFs in alphabetical order and combine them into one document with a roster confirming 100% completion. The delegated member/officer will email that document to bell.1776@osu.edu before **4:30 p.m. on November 15, 2022**.

Education Presentations

Your chapter proposed holding two (2) presentations that relate to the incident in question. The topic areas include:

- alcohol education, safety, and abuse prevention
- hazing

You will work with Student Conduct, Sorority and Fraternity Life, the Student Wellness Center, Student Legal Services, chapter advisor(s), and/or an international/regional representative(s) to

organize and plan for your presentations. The chapter is responsible for scheduling the presentation based on the presenter's availability, meeting logistics, and chapter attendance. The presenters must be someone affiliated with one of these offices/groups or approved by Student Conduct. Your chapter must have 75% of its membership present for each presentation.

Both presentations must be completed no later than **November 15, 2022**. After each presentation, you will create a summary about the presentation and the dialogue your members had around the topic area. A chapter advisor must be present at each presentation and sign off to approve your summary. Please attach a sign-in sheet to the summary to document that a minimum of 75% of your chapter members were present.

Both presentations and the Buckeye Learn training must be completed before work on your new member plan can commence.

New Member Education and Builder of Men Week Review

Your chapter will review and revise its new member process including the new member education and Builder of Men week in collaboration with FarmHouse active members, advising staff, and FarmHouse International staff members. The goal is to produce a new member plan that creates an extraordinary new member experience and aligns with FarmHouse standards and values.

You will identify the purpose of the new member process (e.g., goals, experiences, learning outcomes) and evaluate how you can enhance the experience. You will identify high-risk portions of the process (e.g., overnight activities, Big/Little reveal, Builder of Men Week, duck walk) that have traditionally involved hazing, alcohol or other drugs, or other risky behavior.

I expect you to incorporate and address all applicable risk management requirements in your plan. You will develop a plan that aligns the process with your intended purpose, while reducing the opportunities for high-risk situations to derail that purpose. To prevent hazing and/or risky behavior, you must include alternatives or new events during the identified high-risk portions. For example, Builder of Men Week is when members have traditionally participated in hazing behaviors so you will intentionally plan values based and engaging events to facilitate bonding that follows risk management requirements.

All potential new members must complete the online Collin's Law Anti-Hazing training in BuckeyeLearn as part of the new member education process.

Prior to implementing, and no later than **December 1, 2022, at 4 p.m.**, you will email me at bell.1776@osu.edu a copy of the plan. I may require a follow-up meeting to discuss your review and proposed plan prior to its implementation so that I may provide feedback. During the implementation of your new plan, you are to observe and reflect on the process in order to be able to articulate what you have learned from the experience and areas you would like to

improve in the future.

Additional Sanctions: FarmHouse Proposed Sanctions

Student Conduct supports all the measures included in the documentation provided by the chapter as proposed sanctions including:

- FarmHouse International Staff Member presence at the chapter facility to review and implement the new member plan
- plan and implement expectations training for active and new members about the new member education process prior to start of new member education

The requirements and directives assigned to the chapter are mission/values driven, appropriate, and intentionally crafted to prevent unacceptable behavior while including all chapter members in the education process. Along with this, sanctions reflect an understanding of the severity of the violations and level of support by chapter officers, advisors, and the international organization.

Follow Up Communication

After the implementation of the revised new member education plan, the chapter president, or designee, and individual(s) in charge of planning/implementing the new member process, need to schedule and hold a meeting with Student Conduct. During this meeting, we will discuss:

- the implementation of the changes proposed
- the efficacy of the revised new member education program what you have learned through implementing the changes
- continued learning and implementation for future recruitment cycles

██████ the sanctions proposed by the chapter will require significant coordination by you and other leaders in the chapter. This may require adjusting sanctions and due dates. We are invested in your chapter successfully completing all the requirements found in this letter. I encourage you to communicate with me frequently about your chapter's progress. I can provide clarity regarding expectations and offer modifications and extensions if necessary.

Summary of dates

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

- **November 15, 2022** –
 - two presentations (Alcohol and Hazing) need to be completed and summaries/attendance need to be sent
 - BuckeyeLearn training with 100% completion

- **December 1, 2022** – New member education and Builder of Men week proposed changes due
 - approval from Student Conduct is necessary before the implementation of these changes
- **TBD based on recruitment** - Meeting after implementation of new member education and Builder of Men week
- **May 7, 2022** - Probation ends

Requests for Extensions and Modifications

Any request for an extension or a modification of any outcome must come from the chapter president to bell.1776@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 on all sanction items. That address is studentconduct@osu.edu.

Appeal

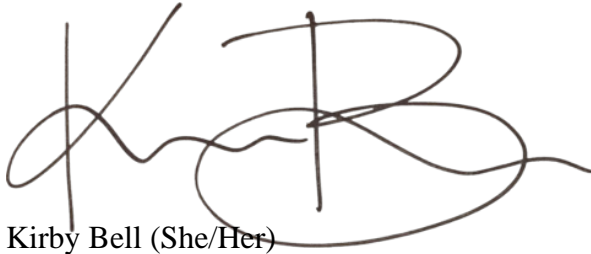
Because you accepted responsibility, you may only appeal on the basis that the disciplinary sanction is grossly disproportionate to the violation committed. To do so, you must submit your appeal in writing no later than **4 p.m. on October 14, 2022**. You should use the online appeal form found at <https://go.osu.edu/appeals>, or the form attached to this letter to submit your appeal. If you elect to use the attached document, please scan and email it by the deadline to bell.1776@osu.edu.

If you do not submit an appeal, this decision will be effective at the end of your appeal period. If you have any questions, call (614) 292-0748 prior to the expiration 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,

A handwritten signature in black ink, appearing to read 'Kirby Bell'. The signature is fluid and cursive, with the first name 'Kirby' and last name 'Bell' clearly distinguishable.

Kirby Bell (She/Her)
Sr. Assistant Director

CC: Director of Sorority and Fraternity Life - Kim Monteaux De Freitas, EdD
Associate Director of Sorority and Fraternity Life - Teri Cugliari
FarmHouse, HQ Staff - Kahlin McKeown
FarmHouse, Chapter Advocate - Emily Wickham
Cathann Kress

When a respondent would like to appeal the decision of a hearing body, the below procedures are followed.

GROUNDINGS FOR APPEAL

A respondent may appeal the original decision of a hearing body. An appeal is not an opportunity to “re-argue” the case. The appeal must be based on the grounds provided in the Code, which are listed below.

Note: Respondents who accepted responsibility through an Administrative Decision may only appeal on the grounds that the sanctions are grossly disproportionate to the violation(s) committed.

PROCEDURAL ERROR

Procedural error that resulted in material harm or prejudice to the respondent (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.

SUBSTANTIAL NEW EVIDENCE

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.

GROSSLY DISPROPORTIONATE SANCTIONS

Disciplinary sanctions imposed are grossly disproportionate to the violation(s) committed, considering the relevant aggravating or mitigating factors.

The respondent may not appeal the decision based solely on the grounds that the respondent was not in attendance before the hearing body or that the respondent is dissatisfied with the decision.

HOW TO APPEAL

COMPLETE FORM

Complete and submit the Appeal Request Form found at go.osu.edu/appeals before the deadline provided in the outcome letter. The respondent is limited to submitting one appeal.

The respondent waives their right to appeal if they fail to submit their appeal by the stated deadline in the decision letter or fail to provide information concerning the basis for their appeal.

REVIEW OF APPEAL

The appeal officer will decide the appeal based upon a review of the record and supporting documents.

FINAL DECISION

The appeal officer will send notice of their final decision, which could include the following outcomes:

UPHOLD

The appeal officer may uphold the original decision and/or sanction(s).

REMAND OR REFER

The appeal officer may remand the case to the original hearing body to consider a specific issue as directed by the appeal officer, or the appeal officer may refer the case to a new hearing body to be reheard.

MODIFY OR REDUCE

The appeal officer may modify or reduce the sanction(s).

DISMISS AND VACATE

The appeal officer may dismiss the respondent's case or individual charge(s) and vacate any portion or all of the sanction(s).

