

Case No: [REDACTED]

Organization Name: Phi Kappa Tau

Charge Date: September 30, 2022

Hearing Date: September 30, 2022

- 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)

**The Ohio State University
Hazing Incident Report**

Submitted on September 7, 2022 at 6:39:14 pm EDT

Nature **Hazing**
Urgency **Normal**
Incident Date and Time **2022-06-25**
Incident Location **Off Campus Phi Kappa Tau chapter facility and other campus/off-campus locations**

Reported by

Name: **Hunter Hartwig**
Title:
Email: **hartwig.24@osu.edu**
Phone: **614-247-7990**
Address: **[UNAUTHENTICATED]**

Involved Organizations/Individuals

Phi Kappa Tau ()

Alleged 141 E. 15th Ave

Questions

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

On 9/7/2022 at 6pm, SFL staff member Hunter Hartwig.24 reviewed a grievance filed via the council grievance form that involved hazing and other potential conduct violations mentioned in the report. The reporter did not provide name, contact info, or supporting documentation. The language below is pulled directly from the report:

"The chapter has been harassing me since April. Secret alcohol funds, drinking at philanthropy events, blocking all exits at parties, bringing in more alcohol to parties after their party check, sexual assault, hazing"

"There have been a multitude of incidents, too many to count. Primarily, whenever someone from the chapter sees me on campus, they will flip me off, and that has been happening since April. I have seen pledges being forced to beerbong so many times that one threw up multiple times and almost got alcohol poisoning. I have also seen pledges being threatened to have to do planks and pushups on bottle caps. At parties, they will block all exits, creating an unsafe environment for emergencies. Also at parties, after they have their party check, they will bring out more unapproved alcohol, all of which is paid for with a secret "slush fund" which in the past they have called "bobsledding team dues" in their groupme. I have also heard of many members sexually assaulting girls. One member, [REDACTED], put his hands down a girls pants at a bar completely without her consent. The chapter knew about this and did nothing. I myself have had a member get me drunk so that I would do things with him."

The reporter named specific members of the fraternity listed below in their report:

[REDACTED]
[REDACTED]
[REDACTED]

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

No

What is your desired outcome in making this report?

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

If you have provided your name and contact, you may enter "n/a" if you prefer.
n/a

Have you reported this information to any of the following:
other university employee or office

You may use this space to offer any other information you wish to share at this time.
Full grievance report has been attached for records.

Student Conduct strives to uphold the privacy wishes of those who submit reports. It is important to note that, in order to comply with federal, state and local laws, as well as Ohio State policies, Student Conduct may be required to share information from this report with other university employees, law enforcement, or any Ohio State students charged with violating the Code of Student Conduct. To better understand when and how Student Conduct shares information, please call 614-292-0748 and ask to speak with a staff member.

I understand Student Conduct may be required to share information found in this report with other employees, law enforcement or students charged with violating the Code of Student Conduct based on an investigation initiated by this report.

I have provided my name, phone number and email address so that I can verify elements of this report or respond to additional questions.

I have provided my name and contact information.

Attachments

phikappatausflgrievancereport9722.xlsx

Pending IR #00065816

Submitted from 128.146.189.100 and routed to Kelly B. Smith (she/her) (Director). Processed by routing rule #68.

Copies to: reeb.47@osu.edu, records@osu.edu

**The Ohio State University
Hazing Incident Report**

Submitted on September 7, 2022 at 6:39:14 pm EDT. Last modified September 8, 2022 at 6:52:30 pm EDT.

Nature **Hazing**
Urgency **Normal**
Incident Date and Time **2022-06-25**
Incident Location **Off Campus Phi Kappa Tau chapter facility and other campus/off-campus locations**

Reported by

Name: **Hunter Hartwig**
Title:
Email: **hartwig.24@osu.edu**
Phone: **614-247-7990**
Address:

Involved Organizations/Individuals

Phi Kappa Tau (ORG00024)

Alleged

141 E. 15th Ave

Questions

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

On 9/7/2022 at 6pm, SFL staff member Hunter Hartwig.24 reviewed a grievance filed via the council grievance form that involved hazing and other potential conduct violations mentioned in the report. The reporter did not provide name, contact info, or supporting documentation. The language below is pulled directly from the report:

"The chapter has been harassing me since April. Secret alcohol funds, drinking at philanthropy events, blocking all exits at parties, bringing in more alcohol to parties after their party check, sexual assault, hazing"

"There have been a multitude of incidents, too many to count. Primarily, whenever someone from the chapter sees me on campus, they will flip me off, and that has been happening since April. I have seen pledges being forced to beerbong so many times that one threw up multiple times and almost got alcohol poisoning. I have also seen pledges being threatened to have to do planks and pushups on bottle caps. At parties, they will block all exits, creating an unsafe environment for emergencies. Also at parties, after they have their party check, they will bring out more unapproved alcohol, all of which is paid for with a secret "slush fund" which in the past they have called "bobsledding team dues" in their groupme. I have also heard of many members sexually assaulting girls. One member, [REDACTED], put his hands down a girls pants at a bar completely without her consent. The chapter knew about this and did nothing. I myself have had a member get me drunk so that I would do things with him."

The reporter named specific members of the fraternity listed below in their report:

[REDACTED]
[REDACTED]
[REDACTED]

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

No

What is your desired outcome in making this report?

If you are submitting this report anonymously, please consider also using the university's anonymous reporting line

described above. If you are only submitting this form, understanding our ability to fully investigate is limited, what do you hope will result from your report?

If you have provided your name and contact, you may enter "n/a" if you prefer.

n/a

Have you reported this information to any of the following:

other university employee or office

You may use this space to offer any other information you wish to share at this time.

Full grievance report has been attached for records.

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I understand Student Conduct may be required to share information found in this report with other employees, law enforcement or students charged with violating the Code of Student Conduct based on an investigation initiated by this report.

I have provided my name, phone number and email address so that I can verify elements of this report or respond to additional questions.

I have provided my name and contact information.

Attachments

phikappatausflgrievancereport9722.xlsx

Pending IR #00065816

Submitted from 128.146.189.100 and routed to Kelly B. Smith (she/her) (Director)

Modified by Kelly B. Smith (she/her) on September 8, 2022 at 6:52:30 pm EDT from 173.88.82.210

Copies originally to: reeb.47@osu.edu, records@osu.edu

**The Ohio State University
Hazing Incident Report**

Submitted on September 8, 2022 at 7:06:57 pm EDT

Nature **Hazing**
Urgency **Normal**
Incident Date and Time **2022-09-08**
Incident Location **Off Campus**

Reported by

Name: [REDACTED]
Title: [REDACTED]
Email: [REDACTED]
Phone: [REDACTED]
Address: **[UNAUTHENTICATED]**

Involved Organizations/Individuals

Phi Kappa Tau ()

Alleged

[REDACTED]

Alleged

Questions

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

I am [REDACTED] and I received a report from someone who wishes to remain anonymous that there is hazing taking place at Phi Kappa Tau. There is video evidence of a brother of this fraternity wearing a t-shirt with the fraternity's letters clearly visible who is forcing a new member to beer bong.

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

Yes

What is your desired outcome in making this report?

I wish to report this alleged hazing incident to the university.

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

If you have provided your name and contact, you may enter "n/a" if you prefer.

n/a

Have you reported this information to any of the following:

family member or friend, I have not reported this or shared information about this with anyone else

You may use this space to offer any other information you wish to share at this time.

Student Conduct strives to uphold the privacy wishes of those who submit reports. It is important to note that, in order to comply with federal, state and local laws, as well as Ohio State policies, Student Conduct may be required to share information from this report with other university employees, law enforcement, or any Ohio State students charged with violating the Code of Student Conduct. To better understand when and how Student Conduct shares information, please call 614-292-0748 and ask to speak with a staff member.

I understand Student Conduct may be required to share information found in this report with other employees, law enforcement or students charged with violating the Code of Student Conduct based on an investigation initiated by this report.

I have provided my name, phone number and email address so that I can verify elements of this report or respond to additional questions.

I have provided my name and contact information.

Attachments

231e1dd3a0bd4344acca2b89eda2aebc.mp4

Pending IR #00065861

Submitted from 174.103.109.82 and routed to Kelly B. Smith (she/her) (Director). Processed by routing rule #68.

Copies to: reeb.47@osu.edu, records@osu.edu

Timestamp	Chapters Involved	Date and Time of Inc	Location of Inci	Type of Grievance	Violation/ Charge	Description of Incident	Members Present from Violating Chapters	Are you submitting supporting documentation?	Please attach supporting documentation here
9/7/2022 18:00	Phi Kappa Tau	6/25/2022 23:25 etc	All over campus, oval, high street,	IFC, MCGC, NPHC, or PHA Constitution Violation, Violation of Alcohol Policy, Violation of Ohio State Code of Conduct	The chapter has been harassing me since April. Secret alcohol funds, drinking at philanthropy events, blocking all exits at parties, bringing in more alcohol to parties after their party check, sexual assault, hazing	There have been a multitude of incidents, too many to count. Primarily, whenever someone from the chapter sees me on campus, they will flip me off, and that has been happening since April. I have seen pledges being forced to beerbong so many times that one threw up multiple times and almost got alcohol poisoning. I have also seen pledges being threatened to have to do planks and pushups on bottle caps. At parties, they will block all exits, creating an unsafe environment for emergencies. Also at parties, after they have their party check, they will bring out more unapproved alcohol, all of which is paid with a secret "slush fund" which in the past they have called "bobsledding team dues" in their group name. I have also heard of many members sexually assaulting girls. One member, [REDACTED], put his hands down a girl's pants at a bar completely without her consent. The chapter knew about this and did nothing. I myself have had a member get me drunk so that I would do things with him.	[REDACTED]	Yes	

September 8, 2022

Gamma Phi Kappa Tau

Sent electronically to [REDACTED]

PERSONAL AND CONFIDENTIAL

Regarding Case Number: [REDACTED]

To the members of the Gamma chapter of Phi Kappa Tau:

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 Gamma chapter of Phi Kappa Tau 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 ongoing hazing from the spring 2022 semester through the present.

As a result, I hereby place the Gamma chapter on interim suspension and temporarily discontinue its registration as a recognized student organization 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 members
- any members who have disaffiliated from the new membership process or from the chapter since March 1, 2022.

Contact information must include:

- first and last name
- email address
- cell number
- school rank (if known)
- officer/leadership position (if any)
- member status (new, initiated, disaffiliated, withdrew from new member process)

You must email the member list to me at glassmann.5@osu.edu and to Donovan

Golich, Asst. Director of Student Conduct, at golich.1@osu.edu no later than 4:00 p.m. on Saturday, September 10, 2022.

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 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 and potential new members to place them on notice of the interim suspension. Further, this letter provides notice to individual members that they may be held responsible for failing to comply with the directives within this letter. Additionally, all members, like any students, are responsible for reading the Code of Student Conduct, including the following provisions:

3335-23-04 (L) Hazing. Doing, requiring, or encouraging any act, whether or not the act is voluntarily agreed upon, in conjunction with initiation or continued membership or participation in any group that causes or creates a substantial risk of causing mental or physical harm or humiliation. Such acts may include, but are not limited to, use of alcohol, creation of excessive fatigue, and paddling, punching or kicking in any form. Failure to intervene, prevent, or report acts of hazing may constitute a violation of this section.

3335-23-04 (M) Student conduct system abuse. Abuse of any university student conduct system, including but not limited to: (1) Failure to obey the summons or directives of a student conduct body or university official; (2) Falsification, distortion, or misrepresentation of information before a student conduct body; (3) Disruption or interference with the orderly conduct of a student conduct proceeding; (4) Knowingly instituting a student conduct proceeding without cause; (5) Discouraging an individual's proper participation in or use of, a university student conduct system; (6) Influencing the impartiality of a member of a student conduct body prior to, and/or during the course of a student conduct proceeding; (7) Harassment and/or intimidation of a member of a student conduct body prior to, during, and/or after a student conduct proceeding; (8) Failure to comply with one or more sanctions imposed under the code of student

conduct; and (9) Influencing another person to commit an abuse of a university student conduct system.

3335-23-06 Amnesty. At the university's discretion, amnesty may be extended to students who may be hesitant to report a violation of the code to university officials because they fear that they themselves may be accused of minor policy violations, including but not limited to underage drinking, at the time of the incident. If a student is granted amnesty, an educational discussion or other informal resolution may be considered, but no university conduct proceedings under this code will result. At the university's discretion, amnesty may also be extended on a case-by-case basis for minor policy violations when students request assistance for others in need, including the person receiving assistance. If a student is granted amnesty, an educational discussion or other informal resolution may be considered, but no university conduct proceedings under this code will result. In cases of academic misconduct, need does not include the inability of a student to complete an assignment without assistance.

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 or modifications of the interim suspension. Requests must be in writing and must include supporting documentation or evidence that the Gamma 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 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, Phi Kappa Tau, and other necessary members of the university community, including your peer organizations.

Investigation

Finally, Donovan Golich from Student Conduct will soon send notice of its investigation. It is important that you meet with Mr. Golich 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.

Sincerely,

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

Danny Glassmann (he/him/his)

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

CC: Associate Director of Sorority and Fraternity Life - Hunter Hartwig

Director of Sorority and Fraternity Life - Kim Monteaux De Freitas, EdD

Phi Kappa Tau - Taylor Major

Chapter Advisor - Drew Cooper



September 9, 2022

Phi Kappa Tau - Gamma Chapter

Sent electronically to [REDACTED]

PERSONAL AND CONFIDENTIAL

Regarding Case Number: [REDACTED]

Dear [REDACTED] & Members of Phi Kappa Tau - Gamma Chapter,

Student Conduct has received information that describes conduct by the Gamma Chapter of Phi Kappa Tau on, or around, June 25, 2022. The report concerns the alleged hazing of members. 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 (B1) Endangering behavior. Taking or threatening action that endangers the safety, physical or mental health, or life of any person, or creates a reasonable fear of such action.
- 3335-23-04 (I) Alcohol. Use, underage intoxication, production, distribution, sale, or possession of alcohol in a manner prohibited under law or applicable university policy or facility policy.
- 3335-23-04 (L) Hazing. Doing, requiring or encouraging any act, whether or not the act is voluntarily agreed upon, in conjunction with initiation, continued membership, or participation in any group, that causes or creates a substantial risk of causing mental or physical harm or humiliation. Such acts may include, but are not limited to, use of alcohol, creation of excessive fatigue, and paddling, punching or kicking in any form. Failure to intervene, prevent, or report acts of hazing may constitute a violation of this section.

As a leader of the organization, I want to hear from you about this report. **Please visit go.osu.edu/DonovanGolich no later than September 14, 2022 to schedule a Preliminary Meeting.** This is a preliminary meeting, not a hearing as no charges have been issued. This meeting offers you the opportunity to share information and ask questions about the Student Conduct process. You may bring one advisor and a registered co-leader (if applicable) to your Preliminary Meeting.

Here are a few considerations to note:

- **Interim Suspension.** As of September 8, 2022, your organization is under an interim suspension. Details regarding the interim suspension have been attached to this letter. All members of the organization are expected to comply with all directives included in both the interim suspension and this letter. Failure to comply with any directives may result in students being charged as an individual student for violating Code of Student Conduct [Section 3335-23-04\(G\) - Failure to Comply with University or Civil Authority](#).
- **Notify Members of Organization.** You are required to notify the entire membership of this investigation. Please send an email with this letter as an attachment to all members of your organization and copy Golich.1@osu.edu on the email.
- **Advisor.** This meeting is not intended to be confrontational or adversarial. I can understand, though, that you might be nervous. You are welcome to bring an advisor or support person to our meeting if you would find that helpful. Your advisor can be anyone of your choosing other than someone involved in the reported incident. Because federal law requires us to keep educational records confidential, and because we respect our student's privacy, we will need your written permission to allow your advisor's participation. You can provide that permission using the *Authorization to Release Information* form (PDF) that is attached to this letter.
- **Student Conduct Process.** Information about the student conduct process and the Statement on Student Rights and Responsibilities (PDF) is attached to this letter. Further information about the student conduct process and the Code of Student Conduct can be found on studentconduct.osu.edu.

Relevant Materials

Deadline: These relevant materials must be emailed to Golich.1@osu.edu and Glassmann.5@osu.edu no later than 4:00 p.m. on Saturday, September 10, 2022

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

- all current members
- all new members
- any members who have disaffiliated from the new membership process or from the chapter since March 1, 2022

Contact information must include:

- first and last name
- email address
- cell number
- school rank (if known)
- officer/leadership position (if any)
- member status (new, initiated, disaffiliated, withdrew from the new member process)

Additionally, I request the following:

- A copy of the chapter's most recent composite photo (digital copy or photo of actual composite)

Finally, prior to our meeting, if you or any other members of your organization have relevant materials, for example, your own written statement, text messages, photos, emails, etc., that you would like to share with us, please email them to Golich.1@osu.edu before our meeting.

Resources

[ADA Coordinator](#) 614-292-6207 (voice); 614-688-8605 (TTY); ada-osu@osu.edu

- The ADA Coordinator's office can provide accommodations based on the impact of a disability during the Student Conduct Process. Students are responsible for requesting these accommodations when they feel they are needed. One week's notice will allow for seamless access.

[Student Advocacy Center](#) 614-292-1111 (voice)

- The Student Advocacy Center helps students navigate Ohio State's structure to resolve issues they encounter at the university.
- Student Advocacy Center staff are unable to serve as an advisor, but upon request, they can provide information and assistance about the conduct process.

[Student Legal Services](#) 614-247-5853 (voice)

- Student Legal Service at The Ohio State University (SLS) is a non-profit law office that contracts with Ohio State to provide legal services to eligible Ohio State students.
- If you were cited by law enforcement, SLS can represent you in Franklin County Municipal Court. If you were cited outside of Franklin County, SLS will provide advice and referral. SLS cannot represent you in the Student Conduct process. Please call the office for more information about SLS services, and eligibility, or to schedule an appointment. SLS services are confidential.

While this meeting is preliminary, it is not optional. If you do not schedule your meeting before September 14, 2022, I may move forward with the Student Conduct process without your participation. This could result in a formal investigation, charges, a hearing, and sanctions.

To schedule your meeting, please visit go.osu.edu/DonovanGolich and select Preliminary Meeting or call Student Conduct at 614-292-0748 between 8:00 a.m. and 5:00 p.m. Monday through Friday.

I look forward to speaking with you.

Sincerely,

A handwritten signature in black ink that reads "Donovan Golich". The signature is written in a cursive style with a long horizontal line extending from the end of the name.

Donovan Golich
Assistant Director

CC: Assistant Director of Student Conduct - Lacey Gosnell

[REDACTED]
Associate Director of Sorority and Fraternity Life - Hunter Hartwig
Director of Sorority and Fraternity Life - Kim Monteaux De Freitas, EdD

[REDACTED]
Phi Kappa Tau - Chapter Advisor - Drew Cooper
Phi Kappa Tau - Director of Chapter Services - Drake Berlin

September 8, 2022

Gamma Phi Kappa Tau

Sent electronically to [REDACTED]

PERSONAL AND CONFIDENTIAL

Regarding Case Number: [REDACTED]

To the members of the Gamma chapter of Phi Kappa Tau:

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 Gamma chapter of Phi Kappa Tau 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 ongoing hazing from the spring 2022 semester through the present.

As a result, I hereby place the Gamma chapter on interim suspension and temporarily discontinue its registration as a recognized student organization 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
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Golich, Asst. Director of Student Conduct, at golich.1@osu.edu no later than 4:00 p.m. on Saturday, September 10, 2022.

Terms of interim suspension

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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 and potential new members to place them on notice of the interim suspension. Further, this letter provides notice to individual members that they may be held responsible for failing to comply with the directives within this letter. Additionally, all members, like any students, are responsible for reading the Code of Student Conduct, including the following provisions:

3335-23-04 (L) Hazing. Doing, requiring, or encouraging any act, whether or not the act is voluntarily agreed upon, in conjunction with initiation or continued membership or participation in any group that causes or creates a substantial risk of causing mental or physical harm or humiliation. Such acts may include, but are not limited to, use of alcohol, creation of excessive fatigue, and paddling, punching or kicking in any form. Failure to intervene, prevent, or report acts of hazing may constitute a violation of this section.

3335-23-04 (M) Student conduct system abuse. Abuse of any university student conduct system, including but not limited to: (1) Failure to obey the summons or directives of a student conduct body or university official; (2) Falsification, distortion, or misrepresentation of information before a student conduct body; (3) Disruption or interference with the orderly conduct of a student conduct proceeding; (4) Knowingly instituting a student conduct proceeding without cause; (5) Discouraging an individual's proper participation in or use of, a university student conduct system; (6) Influencing the impartiality of a member of a student conduct body prior to, and/or during the course of a student conduct proceeding; (7) Harassment and/or intimidation of a member of a student conduct body prior to, during, and/or after a student conduct proceeding; (8) Failure to comply with one or more sanctions imposed under the code of student

conduct; and (9) Influencing another person to commit an abuse of a university student conduct system.

3335-23-06 Amnesty. At the university's discretion, amnesty may be extended to students who may be hesitant to report a violation of the code to university officials because they fear that they themselves may be accused of minor policy violations, including but not limited to underage drinking, at the time of the incident. If a student is granted amnesty, an educational discussion or other informal resolution may be considered, but no university conduct proceedings under this code will result. At the university's discretion, amnesty may also be extended on a case-by-case basis for minor policy violations when students request assistance for others in need, including the person receiving assistance. If a student is granted amnesty, an educational discussion or other informal resolution may be considered, but no university conduct proceedings under this code will result. In cases of academic misconduct, need does not include the inability of a student to complete an assignment without assistance.

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 or modifications of the interim suspension. Requests must be in writing and must include supporting documentation or evidence that the Gamma 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 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, Phi Kappa Tau, and other necessary members of the university community, including your peer organizations.

Investigation

Finally, Donovan Golich from Student Conduct will soon send notice of its investigation. It is important that you meet with Mr. Golich 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.

Sincerely,

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

Danny Glassmann (he/him/his)

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

CC: Associate Director of Sorority and Fraternity Life - Hunter Hartwig

Director of Sorority and Fraternity Life - Kim Monteaux De Freitas, EdD

Phi Kappa Tau - Taylor Major

Chapter Advisor - Drew Cooper



As you navigate our student conduct process, we encourage you to review the information and resources below.



CODE OF STUDENT CONDUCT

The Code of Student Conduct, a part of the Ohio Administrative Code, is established to foster and protect the core missions of the university; to foster the scholarly and civic development of the university's students in a safe and secure learning environment, and to protect the people, properties and processes that support the university and its missions. A current version can be found at studentconduct.osu.edu.



STATEMENT OF STUDENT RIGHTS AND RESPONSIBILITIES

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ADVISOR

The student conduct process is not intended to be confrontational or adversarial. It is understandable, though, that students may be nervous. Students are welcome to bring an advisor or support person to any meetings if they would find that helpful. An advisor can be anyone of your choosing **other than someone involved in the reported incident**. Because federal law requires us to keep educational records confidential and because we respect our student's privacy, we will need written permission to allow an advisor's participation. Permission can be provided using the *Authorization to Release Information* form. The form and additional information about advisors can be found on studentconduct.osu.edu.



ACCOMMODATIONS

Should a student need an accommodation during the student conduct process based on the impact of a disability, please contact the university's ADA Coordinator's office at 614-292-6207 (voice), 614-688-8605 (TTY), ada-osu@osu.edu, or visit ada.osu.edu. If you need more time to seek accommodations, contact your hearing officer.



RELEVANT MATERIALS

If you have relevant materials, for example, your own written statement, text messages, photos, emails, etc., that you would like to share as part of your conduct process, please email any documentation to your hearing officer. If a student has multiple images they would like to submit, a template can be found at studentconduct.osu.edu.



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3335-23-08-A: 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-C: Students are afforded the opportunity to meet with a university official following the notification of charges.

- 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.

3335-23-12-C: Students may choose to bring an advisor (i.e., support person) for support throughout the disciplinary process.

- 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.

3335-23-08-D: Students are offered options for the resolution of charges.

- Generally, students may choose between an administrative hearing or a hearing before the University Conduct Board to resolve charges other than those related to:
 - ◊ **3335-23-04-A:** Academic Misconduct
 - ◊ **3335-23-02-C:** 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 on policies.osu.edu.
- **3335-23-09:** 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.

- In these cases, the student waives rights to a hearing and any procedural guarantees that come from taking part in a hearing.

3335-23-10-C: 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.

- **3335-23-11-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-D:** 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.

- Attendance at hearings, though not mandated, is strongly encouraged and also limited to respondents and those directly involved or requested by the hearing body.

- **3335-23-12-D:** 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.

◊ The respondent will have the opportunity to ask questions of all witnesses.

- **3335-23-14:** 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.

- **3335-23-12-E:** Students will only be found in violation if a preponderance of evidence supports the charges.

3335-23-17: 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.

- A disciplinary sanction: a formal reprimand, disciplinary probation, suspension, or dismissal will be given in addition to (in most cases) educational outcomes.

3335-23-18: Students found to have violated the Code of Student Conduct have the right to appeal the original decision.

- 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.

OFFICE OF STUDENT LIFE
STUDENT CONDUCT

**Authorization to
Release Information**

The Family Educational Rights and Privacy Act (FERPA) protects student confidentiality by placing certain restrictions on the disclosure of information contained in a student's educational records. By signing this form, you agree that university personnel may provide information from your educational records as indicated below.

Name of Student: _____

Date of Birth: _____

RELEASE

I, the undersigned, authorize The Ohio State University to release the following educational records and/or any information contained therein.

Initial next to the below release statement(s):

_____ All conduct case history

_____ Information pertaining to this conduct case only [Case Number: _____]

_____ All records

_____ Other: _____

Name and relationship with person releasing information to (i.e., advisor, parent, friend, attorney):

Name: _____

Relationship: _____

This person will serve as my advisor: YES NO

INFORMATION

I understand and acknowledge that: (1) I have the right not to consent to the release of my education records; and (2) this consent shall remain in effect until revoked by me, in writing, and delivered to The Ohio State University, but that any such revocation shall not affect disclosures made prior to the receipt of any such written revocation.

STUDENT SIGNATURE

Signature: _____

Date: _____

September 30, 2022

Phi Kappa Tau - [REDACTED]
Sent electronically to [REDACTED]

PERSONAL AND CONFIDENTIAL

Regarding Case Number: [REDACTED]

[REDACTED]

I am writing to give you an update on your student organization's 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 your student organization has been found in violation of the charge(s) listed below.

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

Investigative Summary

A **draft** summary of this investigation can be accessed electronically. Because this document contains information protected by federal law, those permitted to view this document may not save, print, screenshot, photograph, or otherwise seek to "record" the document. However, taking personal notes about the content of this summary is permitted.

Summary Link: [REDACTED]

Password: [REDACTED]

If you are unable to access the summary, please let me know. Also, remember that the sharing of usernames and passwords with others is prohibited by the university's [Responsible Use of University Computing and Network Resources](#) policy. If you cannot review the summary with your advisor in-person, please consider screen sharing using CarmenZoom.

Should you request a hearing to resolve the charge(s), Student Conduct may with proper notice add to this summary and/or the hearing packet that would be created for a hearing. Likewise, your student organization would be invited to add relevant information to a hearing packet.

Charge(s)

It is alleged that

- on or around March 14, 2022, in connection with a trip by seven members, three guests, and one new member in Luray, Virginia; and
- on other dates during the spring 2022 semester in Columbus, Ohio at the chapter house or other locations associated with members,

your student organization engaged or attempted to engage in conduct that includes, but is not limited to:

Doing, requiring and/or encouraging members or new members, regardless of their willingness to participate, in conjunction with continued membership and/or participation in the fraternity, to:

- *consume alcohol in a forced or coerced manner, including, but not limited to, consuming various types of alcohol out of a funnel or beer bong, playing drinking games and/or consuming a specific amount of alcohol during a specific timeframe.*
- *engage in embarrassing activities, including, but not limited to, members and/or new members doing “naked laps” and new members being asked, encouraged and/or coerced to wear specific clothing or uniforms.*
- *engage in assigned duties and/or pointless tasks, such as posting specific content in group messages, collecting signatures from current members and/or cleaning the chapter house or other locations associated with members.*
- *do calisthenics, such as doing push-ups if a member steps on the fraternity’s letters in the chapter house.*

As it relates to the purchase, consumption and/or distribution of alcohol, requiring and/or encouraging current members or new members – without regard to whether or not they were 21 years of age or older – to:

- *consume alcohol that was provided by the chapter and/or its members using voluntarily collected dues of members, including by those who were underage.*
- *participate in events that include alcohol as part of a competition, including, but not limited to, playing drinking games and/or chugging or rapidly consuming alcohol.*

which is prohibited by the following section(s) of the Code of Student Conduct:

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

Possible Sanctions

Violations of the Code of Student Conduct may result in one or more sanctions, including educational opportunities to support your student organization's educational growth and development. Sanctions may also include a formal reprimand or disciplinary probation. For serious cases or repeated violations, sanctions could include suspension or revocation of your registered student organization status.

Resolution Options

Our student organization takes responsibility for the charge(s):

- **Option 1 - Administrative Decision**

Our student organization requests a hearing to resolve the charge(s):

- Option 2 - **Administrative Hearing** before a university hearing officer. *These hearings can be scheduled on any business day.*
- Option 3 - **University Conduct Board Hearing** before a board of students, staff, and faculty. *These hearings are scheduled on Mondays and Fridays.*

Next Steps

Please [select your student organization's resolution option](#) no later than **October 4, 2022**.

Failure to respond to this letter 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 charge(s).

Finally, I have copied the Director of Sorority and Fraternity Life, Dr. Kim Monteaux De Freitas, on this letter. Kim will communicate with your Sorority and Fraternity Life chapter liaison who will be available to support you as a chapter leader as you navigate the student conduct process.

If you have any questions, please email me at Golich.1@osu.edu or call Student Conduct at 614-292-0748 between 8 a.m. and 5 p.m. (ET) Monday through Friday.

Sincerely,



Donovan Golich (he/him/his)
Assistant Director

I am committed to respecting gender diversity; my pronouns can be found in my signature, please feel free to tell me yours.

CC: Assistant Director of Student Conduct - Lacey Gosnell

██
Associate Director of Sorority and Fraternity Life - Hunter Hartwig
Director of Sorority and Fraternity Life - Kim Monteaux De Freitas, EdD
Phi Kappa Tau, Chapter Advisor - Drew Cooper
Phi Kappa Tau, Director of Chapter Services - Drake Berlin

The Ohio State University
Student Conduct - Charge and Process Form

Submitted on September 30, 2022 at 10:29:36 am EDT

Nature	Donovan Golich
Urgency	CPF
Incident Date and Time	2022-09-30
Incident Location	CPF

Reported by

Name:	Phi Kappa Tau - [REDACTED]
Title:	ORG00024
Email:	[REDACTED]
Phone	[REDACTED]
Address:	[REDACTED]

[Authenticated as [REDACTED]]

Resolution Option Selection

I would like to resolve my student conduct case through the following resolution option:

Option 1 - Administrative Decision

If you selected Option 3, a University Conduct Board (UCB) Hearing, please indicate your preferred days/times for the UCB Hearing from the options below.

Pending IR #00066704

Submitted from 216.186.196.235 and routed to Donovan Golich (Assistant Director). Processed by routing rule #1073.

October 19, 2022

Phi Kappa Tau - [REDACTED]
Sent electronically to [REDACTED]

PERSONAL AND CONFIDENTIAL

Regarding Case Number: [REDACTED]

[REDACTED]

I am writing to provide the Gamma chapter of Phi Kappa Tau with its outcome in this case. The Gamma chapter of Phi Kappa Tau took responsibility and requested an administrative decision for the following violations of the Code of Student Conduct:

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

Specifically, your chapter engaged in behaviors including, but not limited to:

- *the consumption of alcohol in a forced or coerced manner, or as part of a competition, including, but not limited to, consuming various types of alcohol out of a funnel or beer bong, playing drinking games, chugging or rapidly consuming alcohol and/or consuming a specific amount of alcohol during a specific timeframe.*
- *the consumption of alcohol that was provided by the chapter and/or its members using voluntarily collected dues of members, including by those who were underage.*
- *embarrassing activities, including, but not limited to, members and/or new members doing “naked laps” and new members being asked, encouraged and/or coerced to wear specific clothing or uniforms.*
- *assigned duties and/or pointless tasks, such as posting specific content in group messages, collecting signatures from current members and/or cleaning the chapter house or other locations associated with members.*
- *calisthenics, such as doing push-ups if a member steps on the fraternity’s letters in the chapter house.*

Sanctions

I considered the following factors to determine sanctions appropriate to the violations:

- the cooperation of officers and alumni, as well as Phi Kappa Tau’s inter/national headquarters.
- the recognition and desire to change Phi Kappa Tau’s culture by chapter officers, members, alumni,

and Phi Kappa Tau's inter/national headquarters.

- the lack of a previous record of violations involving Phi Kappa Tau.
- the significance of the violations based on the totality of the circumstances.

Therefore, as a result of the violations and taking into consideration the above factors, I am assigning your chapter the following sanctions:

Deferred Revocation and Disciplinary Probation

At this time, I am deferring revocation of your chapter's status as a registered student organization. However, any further violation of the Code of Student Conduct while on probation will result in the immediate revocation of your chapter's status as a registered student organization. Unregistered student organizations, including fraternities and sororities, are unable to benefit from having second-year students housed in their facilities or additional privileges provided to registered student organizations.

Your chapter is on probation **effective immediately through December 17, 2023**. Probation is a heightened state of warning that does not otherwise control or direct your student organization's functioning. Even after your chapter's probation period ends, we would consider your chapter's disciplinary history when considering sanctions for future violations, meaning revocation of registered student organization status is still a possible outcome for subsequent violations beyond the probationary period.

Phi Kappa Tau Proposed Sanctions

Student Conduct supports all sanctions that your chapter proposed. While your chapter is not required to complete all of your proposed sanctions as outlined below, we nonetheless encourage you to submit proof of completion for recommended sanctions, as well.

- **Accountability & Standards (REQUIRED)**
 - **Bylaw Amendments (DUE DATE: January 9, 2023)**
 - Your chapter will reevaluate its bylaws.
 - Your chapter will determine how to hold members accountable for failing to meet expectations, including, but not limited to: missing chapter meetings, violating policies, failing to meet GPA requirements, etc.
 - **Membership Review (DUE DATE: November 23, 2022)**
 - Your chapter will review its membership to determine which members are willing to develop and grow from this experience rather than hinder the sustainability of the chapter. The review method and process must be approved by Student Conduct.
 - **Officer Transition Plan (DUE DATE: November 23, 2022)**
 - Your chapter will create an officer transition plan to ensure a smooth transition between current and new officers. This plan should outline a timeline for transitions, topics to be covered during the transition for each officer position, and resources from both your inter/national headquarters and Sorority and Fraternity Life to facilitate a smooth officer transition.
- **Alumni Relations (RECOMMENDED)**
 - Engage and incorporate alumni into chapter events, operations, and traditions. This can be accomplished by creating a paper or email newsletter, inviting alumni to initiation and/or pinning, hosting tailgates with alumni, inviting alumni over for a chapter dinner, etc.
- **Brotherhood (REQUIRED)**
 - Your chapter will take part in the Building Men of Character Retreat facilitated by Phi Kappa Tau's inter/national headquarters. **(DUE DATE: January 9, 2023)**

- Your chapter will develop and schedule regular brotherhood events by creating a calendar of meaningful events.
- Health & Safety **(REQUIRED)**
 - Your chapter will create a health and safety plan that reimagines the chapter's risk management practices while incorporating relevant policies of Phi Kappa Tau, Sorority and Fraternity Life, and the Interfraternity Council. **(DUE DATE: November 23, 2022)**
 - Partner with Sorority and Fraternity Life, the Student Wellness Center and/or third-party services to facilitate a lesson focusing on preventative measures and risk reduction regarding (1) alcohol and other drugs, and (2) hazing. **(DUE DATE: January 31, 2023)**
- Member Education **(REQUIRED)**
 - Your chapter will create a member education plan that encompasses both current and new members. For new members, your member education plan should include a detailed schedule outlining the types of activities and/or meetings new members will engage in week-by-week. For current members, your member education plan should include a detailed scheduled outlining the types of continuing education your chapter will offer to current members, including on harm and risk reduction topics educating members on areas like alcohol and other drugs, hazing, and bystander intervention. **(DUE DATE: January 31, 2023)**
- Philanthropy & Community Service **(RECOMMENDED)**
 - Explore opportunities for philanthropy and community service events, such as considering a joint philanthropy and/or community service event with another student organization, including one not affiliated with Sorority and Fraternity Life.

Anti-Hazing Training

All members—current and new—must complete The Ohio State University's online *Collin's Law Anti-Hazing* training via BuckeyeLearn. The training must be completed **no later than November 1, 2022**. The training is accessible via the following links:

- go.osu.edu/stophazing
- go.osu.edu/stophazingaccessible

The chapter president must delegate the responsibility for tracking and documenting the completion of the training to another chapter officer. That officer will email instructions that include a deadline to complete the training that provides sufficient time for members to send the delegated officer a copy of their completion certificate PDF. The delegated officer will compile the PDFs in alphabetical order and combine them into one document with a roster confirming 100% completion. The delegated officer will submit the completed file using the [Sanction Submission Form](#) **no later than November 1, 2022**.

Key Dates and Follow-Up

Below, you will find a summary of key dates pertaining to this outcome:

- **November 1, 2022** – Anti-Hazing Training Due
- **November 23, 2022** – Membership Review, Officer Transition Plan, and Health & Safety Plan Due
- **January 9, 2023** – Building Men of Character Retreat and Bylaw Amendments Due
- **January 31, 2023** – Member Education Plan and Health & Safety Lessons Due
- **December 7, 2023** – Deferred Revocation and Probation Period Ends

To be clear, the sanctions proposed by the chapter will require significant coordination by you and other

leaders in the chapter. This may require adjusting certain 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.

Extension or Modification Requests

Any request for an extension or a modification of any outcome must come from the chapter president by emailing Golich.1@osu.edu. The request must contain a detailed explanation of the reason for the request.

Interim Suspension

A recommendation will be submitted to the Dean of Students, Dr. Danny Glassmann, to lift the interim suspension after the conclusion of the appeal period. Please wait for a confirmation letter that the interim suspension has been lifted before taking any action that might violate the terms of the interim suspension.

Appeal Information

Because your chapter accepted responsibility, your chapter may only appeal on the basis that the disciplinary sanction imposed is grossly disproportionate to the violation committed. To do so, your chapter must submit your [appeal through the online form](#) **no later than 4 p.m. (ET) on October 26, 2022**. More information about the [appeal process](#) is located on our website. If your chapter does not submit an appeal, this decision will be effective at the end of your chapter's appeal period.

I encourage you to explore the attached (PDF) [resources](#) available to support your chapter through the student conduct process.

If you or your chapter have any further questions, please email me at Golich.1@osu.edu or call Student Conduct at 614-292-0748 prior to the expiration of your chapter's appeal period.

Sincerely,



Donovan Golich
Assistant Director

CC: [REDACTED]
Director of Sorority and Fraternity Life - Kim Monteaux De Freitas, EdD
Phi Kappa Tau, Chapter Advisor - Drew Cooper
Phi Kappa Tau, Director of Chapter Services - Drake Berlin

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

GROUNDS 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).



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OFFICE OF STUDENT LIFE STUDENT CONDUCT

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- Students are strongly encouraged to meet with a university official.

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- 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.

3335-23-08-D: Students are offered options for the resolution of charges.

- Generally, and in accordance with and as provided by Ohio law and the Code of Student Conduct, students may choose between an administrative hearing or a hearing before the University Conduct Board to resolve charges other than those related to:
 - ◊ **3335-23-04-A:** Academic Misconduct
 - ◊ **3335-23-02-C:** 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 on policies.osu.edu.
- **3335-23-09:** 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.

- In these cases, the student waives rights to a hearing and any procedural guarantees that come from taking part in a hearing.

3335-23-10-C: In accordance with and as provided by Ohio law and the Code of Student Conduct, 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.

- **3335-23-11-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-D:** 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.

- Attendance at hearings, though not mandated, is strongly encouraged and also limited to respondents and those directly involved or requested by the hearing body.
- **3335-23-12-D:** 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.

◊ The respondent will have the opportunity to ask questions of all witnesses.

- **3335-23-14:** 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.
- **3335-23-12-E:** Students will only be found in violation if a preponderance of evidence supports the charges.

3335-23-17: 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.

- A disciplinary sanction: a formal reprimand, disciplinary probation, suspension, or dismissal will be given in addition to (in most cases) educational outcomes.

3335-23-18: Students found to have violated the Code of Student Conduct have the right to appeal the original decision.

- 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.