Case No: 2025647701

Organization Name: Alpha Epsilon Phi

Incident Date: February 27, 2026

- Incident report/complaint
- Notice of investigation/meeting request
- Notice of charges
- Response to charges
- Outcome letter

The Ohio State University
Sorority and Fraternity Life Reporting Form

Submitted on March 2, 2026 at 3:46:41 pm EST

Nature of Report	**Sorority and Fraternity Life**
Nature of Report	**Chapter Concern**
Date of incident	**2026-02-27**
Time of incident	**11:30 AM**
Location of incident	**Greek chapter house Alpha Epsilon Phi**

Reported by

Your full name	**Hunter Hartwig**
Your Organization (if applies)	
Your email address	**hartwig.24@osu.edu**
Your phone number	**614-247-7990**
Your physical address	
	[UNAUTHENTICATED]

Involved Parties
Alpha Epsilon Phi ()
Alleged

Questions
Please provide a detailed description of the incident(s)/concern(s) including as much detail as possible (e.g., names of those present and/or involved, dates, times, locations, etc.).
On 3/2/2026, Hunter Hartwig.24 received notice from AEPhi's Executive Director, Bonnie Wunsch that the chapter was placed on Cease and Desist by the national organization on Friday, 2/27/2026 due to a hazing allegation. Hartwig.24 alerted Student Conduct (Brett Welsh.418) as well as SFL Director, Dr. Kim Monteaux DeFreitas.12 and Dr. Kristen RupertDavis.1 after he spoke with Bonnie.

Hartwig.24 has a follow-up meeting with Bonnie on 3/3/2026 at 3pm to learn more about the details of the allegation and will include this in a follow-up report.

Who responded or has been notified of the incident/concern? (Check all that apply)
None

Is the student and/or student organization aware of your concern(s) or that you have filed this incident report?
No

Pending IR #00103288. Submitted from 128.146.189.106.
Processed by routing rule #134. Routed to Kim Monteaux De Freitas, Ed.D., Director of Sorority and Fraternity Life.
Copies to: defreitas.12@osu.edu,studentconduct@osu.edu

THE OHIO STATE UNIVERSITY

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

March 5, 2026

Alpha Epsilon Phi
Sent electronically to [redacted]

PERSONAL AND CONFIDENTIAL

Regarding Case Number: 2025647701

To [redacted] and the members of the [redacted] chapter of Alpha Epsilon Phi:

Student Conduct received information about an incident involving your organization that occurred on or around February 27, 2026. The report concerns a cease and desist letter sent from headquarters regarding alleged hazing activities. As a leader of your organization, I want to hear from you about this report. Please visit www.go.osu.edu/laceygosnell to schedule a meeting no later than Tuesday, March 10, 2026. This is a preliminary meeting, not a hearing, as no charges have been issued. This meeting offers your organization the opportunity to share information and ask questions about the Student Conduct process.

Notify Members of the Organization

You are required to notify all members—including new members—about this investigation of your organization. Please send an email with this letter as an attachment to all members of your organization and copy gosnell.53@osu.edu on the email notification.

Here are a few considerations to note:

- **Registered Co-Leaders:** You may bring a co-leader, such as a vice president or new member educator.
- **Advisor**. Your organization advisor, headquarters, and Sorority and Fraternity Life liaison are copied on this letter and we encourage their participation throughout the Student Conduct process. You are welcome to bring one additional advisor.
- **Anti-Hazing Policy.** I have attached the Ohio State Anti-Hazing Policy to this letter.
- **Student Rights and Responsibilities.** Information about the Code of Student Conduct and our process is available online. Additionally, I have attached a Statement of Student Rights and Responsibilities (PDF) to this letter.

Relevant Materials

Deadline: These relevant materials must be emailed to gosnell.53@osu.edu **no later than** Tuesday, March 10, 2026.

I am requesting that you review the roster currently on file with Sorority and Fraternity Life to confirm the information is correct and up to date. If the information is not correct, please download the roster and update it to reflect the contact information below.

Roster information must include:

- first and last name
- name.#
- member status (new, initiated, disaffiliated, etc.)
- semester initiated into chapter
- officer/leadership position (if applicable)

Finally, before our meeting, if you or other members of your organization have relevant materials, for example, written statements, text messages, photos, emails, etc., that you or they would like to share with us, please email them to gosnell.53@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

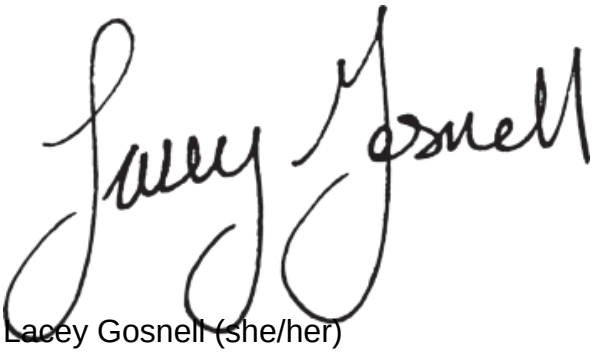
- The Student Advocacy Center helps students navigate Ohio State's structure to resolve issues they encounter at the university.
- Student Advocacy Center staff are unable to serve as an advisor, but upon request, they can provide information and assistance about the conduct process.

While this meeting is preliminary, it is not optional. If your organization does not schedule its meeting before Tuesday, March 10, 2026, I may move forward with the Student Conduct process without your organization's participation. This could result in a formal investigation, charges, a hearing, and sanctions.

Please visit www.go.osu.edu/laceygosnell to schedule a meeting no later than Tuesday,

March 10, 2026. I look forward to meeting with your organization.

Sincerely,



Lacey Gosnell (she/her)
Assistant Director

gosnell.53@osu.edu | 614-247-6518

CC: Alpha Epsilon Phi HQ Staff Hannah Rowley dcs@aephi.org
Alpha Epsilon Phi HQ Executive Director Bonnie Wunsch ExecDir@aephi.org
Associate Director of Sorority and Fraternity Life - Hunter Hartwig
Director of Sorority and Fraternity Life - Kim Monteaux De Freitas, EdD

THE OHIO STATE UNIVERSITY

Anti-Hazing

University Policy

Applies to: Students, student organizations, student groups, faculty, staff, student employees, graduate associates, student organization advisors, and volunteers

Responsible Office

Office of Student Life

POLICY

Issued: 01/09/2023

The Ohio State University is committed to promoting a safe and healthy campus environment, where students are free from **hazing**. Hazing impedes the university's vision of being the model 21st-century public, land grant, research, urban, community-engaged institution.

Ohio State prohibits hazing, and all members of the university community are expected to conduct themselves in a manner that maintains an environment free from hazing. This policy defines expectations for the university community around hazing and establishes mechanisms for determining when those expectations have been violated, and further establishes requirements for hazing education and reporting.

Purpose of the Policy

To prohibit hazing of students and establish requirements for hazing education, reporting, and response in accordance with Collin's Law: Ohio's Anti Hazing Act (Collin's Law).

Definitions

Term	Definition
Alumni	Any individuals who have earned associate, bachelor, graduate, professional, or honorary degrees from Ohio State, as well as medical resident graduates of the university.
Consultant	A paid representative from an international or national organization who, acting in a professional capacity, provides advisement to a student organization or student group.
Employees	Faculty, staff, graduate associates, and student employees.
Hazing	Doing, requiring, or encouraging any act (whether or not the act is voluntarily agreed upon) that causes or creates a substantial risk of causing mental or physical harm or humiliation to a student in conjunction with initiation, continued membership, or participation in any group or organization. Such acts may include, but are not limited to, use of alcohol or other drugs, creation of excessive fatigue, and paddling, punching, or kicking in any form.
Retaliation	Intimidation, threats, coercion, or discrimination against any individual for the purpose of interfering with any right or privilege secured by this policy, or because the individual has made a report or complaint, testified, assisted, or participated or refused to participate in any manner in an investigation, proceeding, or hearing under this policy.
Student	An individual who has received an offer of admission, paid an acceptance fee, or registered for classes. Student status lasts until an individual graduates, is permanently dismissed, or is not in attendance for two complete, consecutive terms and includes those with a continuing educational relationship with the university. The university has discretion to apply this policy to former students for violations committed while they were students.
Student group	A number of students who are formally associated with one another, but their association does not meet the definition of a registered student organization. Examples of student groups include but are not limited to athletic teams (including varsity sports, club sports, and intramural sports), spirit groups, military organizations, honor societies, musical or theatrical ensembles, and university bands (including concert, marching, and athletic bands).
Student organization advisors	Employees or volunteers who serve as a connection between student organizations and the university. With the exception of key registration and reporting requirements, the advisor's role is negotiable with the

Applies to: Students, student organizations, student groups, faculty, staff, student employees, graduate associates, student organization advisors, and volunteers

Term	Definition
	student organization. Sport club coaches are considered student organization advisors for the purposes of this policy.
Registered student organizations	Student organizations recognized by, or operating under the sanction of, the university. "Organization" includes an international or national organization with which a fraternity or sorority is affiliated. Registered student organizations are included in the definition of "student" within the Code of Student Conduct.
Volunteers	Any individuals working in an unpaid capacity in a university activity or program, including but not limited to interns and practicum students, consultants, and alumni, who have direct contact with students.

Policy Details

I. Scope
   A. This policy applies to Ohio State **students**, **registered student organizations**, **student groups**, and **employees**. This policy also applies to **alumni**, **consultants**, **student organization advisors**, and **volunteers** acting in an official and professional capacity who advise or coach student organizations or student groups and who have direct contact with students.
   B. The policy applies to any event, program, or endeavor operated, conducted, or organized on university property and/or anywhere off campus, including virtual spaces.
   C. The following factors do not prevent conduct from being considered a violation of this policy:
      1. Expressed or implied consent; or
      2. The conduct in question is not part of an official event or otherwise sanctioned or approved by a registered student organization or student group.

II. Prohibited Conduct
   A. The following behaviors constitute a violation of this policy:
      1. Engaging in hazing as defined in this policy.
      2. Failure to report acts of hazing.
      3. Engaging in **retaliation** toward any reporting party and/or person participating in a hazing investigation or disciplinary proceeding.
   B. Failure to intervene and/or prevent hazing may constitute a violation of this policy.
   C. Students who do not complete the required training, as described in Procedure XI, are prohibited from participating in a registered student organization or student group.
   D. This policy does not apply to the following:
      1. Actions or concerns between individual students not related to membership or continuing membership in a registered student organization or student group.
      2. Actions or concerns between employees not related to membership or continuing membership within a registered student organization or student group.
      3. Trainings, competitions, or auditions legitimately relevant to the organization's core purpose, such as marching band or sport club tryouts.

III. Duty to Report to Law Enforcement
   A. Collin's Law requires administrators, employees, consultants, alumni, and volunteers of the university and/or any student organization or student group, who are acting in an official or professional capacity, to immediately report knowledge of hazing to law enforcement.
      1. For hazing on the Columbus campus, call Ohio State University Policy Department (OSUPD) at 614-292-2121. In an emergency, dial 9-1-1 immediately.
      2. For hazing off campus or on a regional campus, contact local law enforcement. In an emergency, dial 9-1-1 immediately.

B. More information on the duty to report to law enforcement under state law can be found at go.osu.edu/reporthazing.

IV. Duty to Report to the University
A. In addition to the duty to report hazing to law enforcement under III above, individuals have a duty to report hazing to the university as follows:
1. All students and employees of the university who receive a complaint of hazing or who observe or learn of conduct that is reasonably believed to be hazing must immediately report all known information to the university.
2. Alumni, consultants, student organization advisors, and volunteers acting in an official or professional capacity who receive a complaint of hazing or who observe or learn of conduct that is reasonably believed to be hazing must also immediately report all known information to the university.
3. Individuals who are required by law to maintain confidentiality are not required to report.
B. The duty to report to the university is satisfied by completing an online Hazing Incident Report.
C. Anonymous reports can be submitted to the university's Anonymous Reporting Line at 866-294-9350 or ohio-state.ethicspoint.com, but anonymous reporting will not satisfy an individual's duty to report to the university under this policy.
D. Reporting to the university does not fulfill an individual's obligation to report hazing to law enforcement under Collin's Law.
E. Making a report to the university does not prevent an individual from also filing a report of a crime with law enforcement nor does it extend time limits that may apply in criminal processes.
F. More information on the duty to report to the university under this policy can be found at go.osu.edu/reporthazing.

PROCEDURE

Issued: 01/09/2023

I. Receipt of Report
A. The university will review all reports of hazing that it receives.
B. The university routinely notifies the appropriate law enforcement agency or agencies when a report of hazing is received. This notification does not replace requirements an individual may have under state law to report hazing.

II. Interim Measures
A. To protect the ongoing health and safety of the university community, the university may issue interim measures (e.g., interim suspension or directive) as dictated by university policies and the Code of Student Conduct.

III. Investigation, and Adjudication
A. An investigation process related to the reported hazing will be completed by the appropriate university office(s) in accordance with their applicable procedures. Based upon the involved parties and the nature of the allegations, these offices may include, but are not limited to, Student Conduct within the Office of Student Life, the Office of Human Resources, the Office of Institutional Equity, and University Police.
B. Alleged violations of this policy will be adjudicated under applicable policies and rules, including the Code of Student Conduct for alleged violations by students.

IV. Sanctions/Corrective Action
- A. When a student is found to have violated this policy, potential sanctions pursuant to the Code of Student Conduct include formal reprimand, disciplinary probation, suspension, dismissal, and other appropriate educational opportunities or sanctions.
  1. Notice will be provided to the student if a sanction becomes part of their academic transcript.
- B. When an employee is found to have violated this policy, corrective actions may be taken pursuant to the Corrective Action and Involuntary Termination policy, Student Employment policy, applicable collective bargaining agreements, and/or University Faculty Rule 3335-5-04. Disciplinary corrective actions may include reduction in supervisory duties and leadership responsibilities, changes in salary, demotion, termination, and other appropriate corrective actions.
  1. Notice will be provided to the employee and the corrective action will become a part of the employee's personnel records.
  2. Student employees may be subject to sanctions and corrective action. For instance, a student employee who is suspended from the university may also be subject to termination or other corrective action.
- C. If a student organization is found to have violated this policy, the university may revoke that entity's permission to operate on university property or rescind its university recognition among other actions.
- D. When alumni, consultants or volunteers are found to have violated this policy, the university reserves the right to take appropriate action.
- E. Violations of this policy are subject to referral to appropriate law enforcement or university services, as well as to regional, national, and/or international affiliated offices of student organizations, for additional action and/or prosecution.

V. Public Reporting
- A. The university will maintain a report of all violations of this policy and will post the report on its publicly accessible Hazing Prevention website, as required by Collin's Law.

VI. Amnesty
- A. The university understands that students may be reluctant to report hazing due to a concern of potential consequences for their own actions. Therefore, students who make a report under this policy or who participate in an investigation related to this policy may receive amnesty as defined by the Code of Student Conduct.

VII. Training
- A. All faculty, staff, student employees, graduate associates, students, and other individuals designated by the university must complete annual anti-hazing and other related training as directed by the university in accordance with Collin's Law.
- B. All individuals and volunteers who have responsibilities under any part of this policy must complete training as directed by the university.

Responsibilities

Position or Office	Responsibilities
Consultants, alumni, student organization advisors, and volunteers acting in an official or professional capacity	1. Report hazing to law enforcement and university as set forth in the policy. 2. Complete training as directed by university.
Employees	1. Report hazing to law enforcement and university as set forth in the policy. 2. Complete annual training as directed by university.
Students	1. Report hazing to law enforcement and university as set forth in the policy.

Applies to: Students, student organizations, student groups, faculty, staff, student employees, graduate associates, student organization advisors, and volunteers

Position or Office	Responsibilities
	2. Complete annual training as directed by university.
University	1. Review all reports of hazing received. 2. Notify appropriate law enforcement agencies when a report of hazing is received. 3. Maintain and post report of policy violations on Hazing Prevention website.
University offices	Complete investigation processes related to reported hazing in accordance with applicable procedures.

Resources

Forms

EthicsPoint Anonymous Reporting Form, ohio-state.ethicspoint.com/

Ohio State University Hazing Reporting Form, cm.maxient.com/reportingform.php?OhioStateUniv&layout_id=6

University Policies, policies.osu.edu

Corrective Action and Involuntary Termination, hr.osu.edu/wp-content/uploads/policy815.pdf

Non-Discrimination, Harassment, and Sexual Misconduct, go.osu.edu/non-discrimination-policy

Other Governance Documents

Code of Student Conduct, trustees.osu.edu/bylaws-and-rules/code

Collin's Law: The Ohio Anti-Hazing Act, ohiosenate.gov/legislation/134/sb126

Additional Guidance

Anti-hazing training, go.osu.edu/stophazing

Hazing Prevention website, stophazing.osu.edu

Statewide Educational Plan for Preventing Hazing at Institutions of Higher Education, ohiohighered.org/sites/default/files/uploads/hazing/Statewide%20Educational%20Plan%20for%20Preventing%20Hazing.pdf

Contacts

Subject	Office	Telephone	E-mail/URL
Policy questions	Office of Student Life	614-292-0748	stophazing@osu.edu stophazing.osu.edu
To make a report	Office of Student Life	614-292-0748	go.osu.edu/reporthazing
Anonymous report	Anonymous Reporting Line (does not fulfill duty to report under Collin's Law)	866-294-9350	ohio-state.ethicspoint.com
Criminal report – on Columbus campus	University Police	911 (emergency) 614-292-2121 (non-emergency)	dps.osu.edu
Criminal report – off Columbus campus (including regional campuses)	Local law enforcement agency with jurisdiction for location. University Police can assist with identifying appropriate agency.	911 (emergency) Go to stophazing.osu.edu for list of non-emergency phone numbers.	stophazing.osu.edu

History

Issued: 01/09/2023

THE OHIO STATE UNIVERSITY

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

May 5, 2026

Alpha Epsilon Phi
Sent electronically to [redacted]

PERSONAL AND CONFIDENTIAL

Regarding Case Number: 2025647701

Dear [redacted] and members of Alpha Epsilon Phi,

I am writing to give you an update on your chapter's conduct case. We have determined there is reasonable cause to issue charges under the Code of Student Conduct. This does not mean your chapter has been found in violation of the charges listed below. Rather, as we move forward in the conduct process, this is your chapter's opportunity to choose a resolution option. **Please select your chapter's resolution option no later than Thursday, May 7th, 2026.**

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.

Investigative Summary
Link: https://buckeyemailosu-my.sharepoint.com/:b:/g/personal/bell_1776_osu_edu/IQC9CLfCkXMkSqSxSyHOgTsJAXACjxhtI7USC4_eJLobneA?e=30tVoG

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 during the Spring 2026 semester, your chapter engaged or attempted to engage in conduct that includes, but is not limited to:

Asking new members to participate in an activity in which punishment for the wrong answer was either decided by the group or an individual. This resulted in at least one active member asking a new member to complete a plank and/or push-up for not knowing their middle name.

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, tied to 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, using alcohol, creating 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 chapter'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 chapter takes responsibility for the charge(s):

_____ Option 1 - **Administrative Decision** - I understand selecting this option limits my ability to appeal to only the ground that the disciplinary sanction imposed is grossly disproportionate to the violation.

Our chapter requests a hearing in accordance with and as provided by Ohio law and the Code of Student Conduct to resolve the charge(s):

_____ Option 2 - I request an **Administrative Hearing** before a university hearing officer. *These hearings can be scheduled on any business day.*

_____ Option 3 - I request a **University Conduct Board Hearing** before a board of students, staff, and faculty. *These hearings are scheduled on Wednesdays and Fridays.*

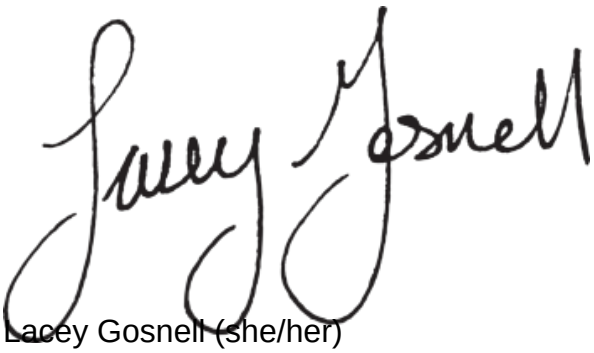
Next Steps

Please select your chapter's resolution option by initialing next to that resolution option, acknowledging the decision of your chapter by signing and dating below, and returning this letter to gosnell.53@osu.edu no later than 4:30 p.m. on May 7, 2026.

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).

If your chapter has any questions, please let me know.

Sincerely,



Lacey Gosnell (she/her)
Assistant Director

Group Leader Acknowledgment of Letter & Resolution Option

By signing below, I acknowledge that I have read this letter and am in agreement with my fellow group leaders regarding the selected resolution option.

Group Leader (Primary)

Signature: _____

Date: _____

Group Leader (Secondary)

Signature: _____

Date: _____

Group Advisor

Signature: _____

Date: _____

CC: Associate Director of Sorority and Fraternity Life - Hunter Hartwig
Alpha Epsilon Phi HQ Staff Hannah Rowley dcs@aephi.org
Alpha Epsilon Phi HQ Executive Director Bonnie Wunsch ExecDir@aephi.org

From: "Gosnell, Lacey" <gosnell.53@osu.edu>
Sent: Wednesday, May 6, 2026 1:08 PM EDT
To: [redacted]
CC: "bonwunsch[redacted] <bonwunsch[redacted]
Subject: Re: Correspondence from Student Conduct Regarding Case 2025647701 [redacted] Alpha Epsilon Phi)

Received!

I will be in communication within the next week regarding outcomes (sanctions).

Lacey Gosnell
Assistant Director

The Ohio State University
Office of Student Life Student Conduct
Lincoln Towers 550, 1800 Cannon Drive, Columbus OH 43210
Phone: 614-247-6518
Email: gosnell.53@osu.edu / studentconduct@osu.edu

Pronouns: she/her/hers
Schedule a meeting with me!
Engage. Learn. Thrive.

From: [redacted]
Sent: Wednesday, May 6, 2026 10:42 AM
To: Gosnell, Lacey <gosnell.53@osu.edu>
Cc: bonwunsch[redacted] <bonwunsch[redacted]
Subject: Re: Correspondence from Student Conduct Regarding Case 2025647701 [redacted] Alpha Epsilon Phi)

Hello Lacey!

I do not have access to the document; however, we have discussed it and we decided to go with option 1.

From: Lacey Gosnell (she/her) (via Maxient) <notifications@maxient.com>
Sent: Tuesday, May 5, 2026 3:00 PM
To: [redacted]
Subject: Correspondence from Student Conduct Regarding Case 2025647701 [redacted] Alpha Epsilon Phi)

I work in Student Conduct and sent you a letter using our case management system. We use this system to protect the privacy of our students.

While our office frequently communicates with students alleged to have violated the Code of Student Conduct, we also regularly correspond with **witnesses**, **potential complainants** and **other individuals relevant to our work**.

To access your letter, please click on the link below and have your student identification number available. If you do not know your student identification number, check your BUCK ID. It is the shorter

number. If you have trouble with this, call our office at 292-0748 and we can help you.

If you are **not a current student at The Ohio State University** or if we are **writing to you in your capacity as a leader in a student organization**, you will receive a second email from me with the identification number required to access the letter. If you do not receive a second email or if you have any other questions, please call 614-292-0748 and ask for help accessing a letter. When you call, please refer to the case number in the subject line of this email.

If you have any difficulty accessing this communication or you wish to confirm the legitimacy of this message (we appreciate that asking you to go to another website and enter your identification number can look suspicious), please call our office at 614-292-0748.

Please save this letter. After 30 days, you will lose access to it.

Pick up your letter

THE OHIO STATE UNIVERSITY

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

June 9, 2026

Alpha Epsilon Phi
Sent electronically to [redacted]

PERSONAL AND CONFIDENTIAL

Regarding Case Number: 2025647701

To [redacted] and the members of the Alpha Epsilon Phi:

I am writing to provide Alpha Epsilon Phi with my decision. The chapter took responsibility and requested an administrative decision for the following alleged violation(s) of the Code of Student Conduct:

- 3335-23-04 (L) Hazing. Doing, requiring, or encouraging any act, whether or not the act is voluntarily agreed upon, tied to 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, using alcohol, creating 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, during the Spring 2026 semester, Alpha Epsilon Phi engaged in conduct that includes, but is not limited to:

Asking new members to participate in an activity in which punishment for the wrong answer was either decided by the group or an individual. This resulted in at least one active member asking a new member to complete a plank and/or push-up for not knowing their middle name.

Sanction Consideration

I considered the following factors in determining appropriate sanctions:

- The limited scope and duration of the alleged hazing behavior
- There were physical injuries (that we are aware of)
- The absence of alcohol and/or drugs
- The sanctions and/or conditions issued by the headquarters

Outcome

Disciplinary Probation

As a result of this outcome, I am placing you on disciplinary probation from **June 9, 2026, through May 9, 2027**. Probation is a period of warning during which any further violations of university rules, policies, standards, or guidelines would also be considered a failure to comply with this sanction, which shall result in further action up to and including suspension or dismissal. Additionally, disciplinary probation may result in the loss of other privileges. In particular, eligibility to apply for or participate in university-sponsored international travel, whether for academic credit or not, might be limited during the probationary period or, in certain circumstances, after the conclusion of the probationary period. I encourage you to immediately review the eligibility requirements found on the Office of International Affairs Global Education website.

Please be aware that other programs or entities inside and outside of the university may consider your disciplinary status and record when making decisions based on their own criteria. You may access your own disciplinary record by following the instructions provided on our Disciplinary Records Checks website.

Organization Proposed Sanctions

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

1. Standards Board must immediately address the behaviors of any members responsible for the incidents during new member education. The Executive Director will work with your advisors to prepare the Standards Board for these hearings, and the Board must report the outcomes of the hearings to the Executive Director within 24 hours.
2. All events for the remainder of this semester must be approved by Hannah Rowley or the Executive Director.
3. Activities before the end of the semester must focus on building sisterhood and not social, as stated above. The goals for the remainder of this year should help ensure all members, especially new members, feel a part of our sisterhood and know all our members are valued.
4. Beginning this spring and moving forward, Hunter Hartwig, Ohio State Associate Director of Council Leadership, will meet with the full executive board on a monthly basis.
5. For the next two academic years, the chapter must submit a detailed new member education program to both AEPhi (Cheyenne Oberther, director of educational programming) and Ohio State Fraternity and Sorority Life (Hunter Hartwig) for approval. Cheyenne will work with your new member educators on this process.
6. The chapter must hold a series of educational programs throughout the fall semester. This will include bringing in an outside speaker to focus on:
    a. new member education

    b. anti-hazing
    c. values-based programming
    d. ritual
    e. sisterhood
7. Additional programming should be planned to include team building and working with our philanthropic partners.
8. The chapter must work on developing a structured and detailed calendar for the full year. This means a balanced calendar with the emphasis moved to building a full sense of sisterhood/community. Your advisors, various volunteers and our staff will work with you and your executive board.
9. The chapter is not eligible for AEPhi awards, other than those based on academics, for the next two years.

Please email laceygosnell[redacted] with a summary once the above-mentioned sanctions have been completed by the chapter by May 9, 2027. I understand that sanction 5 will not be completed within this timeframe, as it covers a two-year span.

Meeting with Student Conduct

You are required to schedule a meeting with Lacey Gosnell (she/her) to reflect on what you have learned through this process and how you plan to use that information moving forward. You can schedule this meeting by email gosnell.53@osu.edu or by visiting www.go.osu.edu/laceygosnell. You must complete this meeting by **November 20, 2026**.

Chapter Communication Plan

To ensure the entire chapter is aware of the chapter's status, at the end of the appeal period, [redacted] is required to email this outcome letter to all new and active members. You must copy me on this communication so that I can verify completion.

Requests for Extensions and Modifications

Any request for an extension or modification of any outcome must come from the chapter president to gosnell.53@osu.edu. The request must contain a detailed explanation of the reason for the request and a new proposed deadline. I will review requests and communicate deadlines and/or next steps through email.

Staffing Change

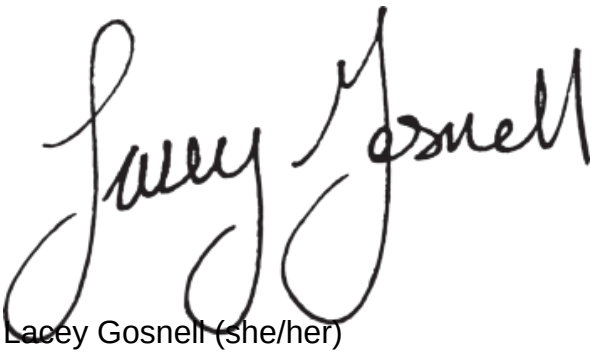
Should Student Conduct no longer employ me or if my role were to change, another staff member will monitor sanction completion. To account for such a change, please include the general Student Conduct email on all sanction items. That address is studentconduct@osu.edu.

Appeal

Because you accepted responsibility, you may only appeal on the basis that the disciplinary sanction imposed is grossly disproportionate to the violation committed. To do so, you must submit your appeal through the online form no later than 4 p.m. (ET) on June 16, 2026. You can learn more about the appeal process on our website. If you do not submit an appeal, this decision will be effective at the end of your appeal period. If you have further questions, call (614) 292-0748 prior to the expiration of your appeal period.

If you have any questions concerning this matter, please do not hesitate to contact me through email at gosnell.53@osu.edu between 8 a.m. and 5 p.m. Monday through Friday.

Sincerely,



Lacey Gosnell (she/her)
Assistant Director

CC: Associate Director of Sorority and Fraternity Life - Hunter Hartwig
Alpha Epsilon Phi HQ Staff Hannah Rowley dcs@aephi.org
Alpha Epsilon Phi HQ Executive Director Bonnie Wunsch ExecDir@aephi.org

OFFICE OF STUDENT LIFE
STUDENT **CONDUCT**

Appeal Procedures

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).

This document is a summary of the appeal procedures. In the event a conflict arises between the summary and the Code of Student Conduct, the Code governs.

Bonnie R. Wunsch, Executive Director
11 Lake Avenue Extension, Suite 1A
Danbury, CT 06811
C [redacted]; O (203) 748-0029
E ExecDir@aephi.org

April 9, 2026

[redacted] Rho Chapter

Via email - [redacted]

Dear [redacted]

I would like to begin this letter with a thank you. Thank you to you for your cooperation since receipt of my letter dated February 27th. Your willingness to share, to listen and to discuss all matters at hand with both representatives of the university and Alpha Epsilon Phi has helped us move this process forward to what I would call a "positive" position.

Following an investigation, it has been determined that the actions that placed the chapter on a cease and desist were actions of individuals as opposed to actions of the whole chapter. Therefore, the cease and desist is being lifted immediately.

As evidenced by the national organization's accountability interviews in the fall, we have had concerns, prior to these incidents, about the culture within Rho Chapter. Therefore, this letter outlines sanctions being placed upon the chapter to create culture and attitude changes and return the chapter to a position of good standing.

As the chapter moves forward, it is important that all programming and events focus on the values and basic tenets of AEPhi. We must work to move to a culture of "welcome" versus a culture of only "social." The following list of sanctions keeps these points in mind.

1. Standards Board must **immediately** address the behaviors of any members responsible for the incidents during new member education. I will work with your advisors to prepare the Standards Board for these hearings, and the Board must report the outcomes of the hearings to me within 24 hours.
2. All events for the remainder of this semester must be approved by Hannah Rowley or me.
3. Activities before the end of the semester must focus on building sisterhood and not social, as stated above. The goals for the remainder of this year should help ensure all members, especially new members, feel a part of our sisterhood and know all our members are valued.
4. Beginning this spring and moving forward, Hunter Hartwig, Ohio State Associate Director of Council Leadership, will meet with the full executive board on a monthly basis.
5. For the next two academic years, the chapter must submit a detailed new member education program to both AEPhi (Cheyenne Oberther, director of educational programming) and Ohio State Fraternity and Sorority Life (Hunter Hartwig) for approval. Cheyenne will work with your new member educators on this process.

6. The chapter must hold a series of educational programs throughout the fall semester. This will include bringing in an outside speaker to focus on:
    a. new member education
    b. anti-hazing
    c. values-based programming
    d. ritual
    e. sisterhood

    The chapter will be responsible for all expenses associated with the speaker including all fees and travel expenses. I will work with the chapter to both identify and secure this speaker. We will also work with Hunter to see if there is the possibility of collaborating with Greek life for a wider audience to benefit from the speaker being on campus.
7. Additional programming should be planned to include team building and working with our philanthropic partners.
8. The chapter must work on developing a structured and detailed calendar for the full year. This means a balanced calendar with the emphasis moved to building a full sense of sisterhood/community. Your advisors, various volunteers and our staff will work with you and your executive board.
9. The chapter is not eligible for AEPhi awards, other than those based on academics, for the coming two years.

I won't put "open communication" as a point on the list of sanctions because I believe this should go without saying. It is essential that the chapter asks more questions, shares more information and continues the dialogue that we have had over the last month. This is NOT the time to "assume" or ask for forgiveness versus permission.

The chapter has previously been placed on a PIP (performance improvement plan) and that plan will continue moving ahead. I will work with the PIP "team" to coordinate their work with the sanctions. The PIP plan and the sanctions will give you, your executive board and the chapter as a whole additional support and direction. We are all working to make Rho Chapter the best it can be.

Should you have any questions, do not hesitate to contact me.

Sincerely,



Bonnie R. Wunsch
Executive Director

Cc: Alpha Epsilon Phi National Council
Melanie Axelrod, Advisory Board Director, District 1
Rho Chapter Advisory Board
Andrea Mindell, House Corporation President
Beth Rose, PIP Coordinator
Hannah Rowley, Director of Chapter Services
Cheyenne Oberther, Director of Educational Programming