Case No: 2025660501

Organization Name: Alpha Eta Rho

Incident Date: March 3, 2026

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

The Ohio State University
Hazing Incident Report

Submitted on March 5, 2026 at 2:19:34 pm EST

Nature of Report	**Hazing**
Urgency of this report	**Normal**
Date of incident - if known	**2026-03-03**
Time of incident - if known	
Location of incident	**unknown Unknown**

Reported by

Your full name	**Kelly Smith**
Your position/title	
Your email address	**smith.4941@osu.edu**
Your phone number	**614-292-0748**
Your physical address	
	[Authenticated as Kelly B. Smith (she/her)]

Involved Organizations/Individuals
Alpha Eta Rho ()

Questions
I confirm that I am not submitting this anonymously. I have provided my name and accurate contact information so that I can verify elements of this report or respond to additional questions. If I want to submit a report anonymously, I will use RealResponse as provided above.
I confirm

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.
From the Real Response report: "Good afternoon, I attended the most recent Alpha Eta Rho (AHP) meeting recently on March 3, 2026. I was a pledge and at the end of the meeting was asked to ask each [redacted] their name, major, what their career to be, and to be given a "task." Throughout the other meetings, the AHP members said there was no hazing but the tasks I was given in order to be allowed into the club are certainly activities that could result in humiliation and degradation. [redacted] told me I was to be given a Purdue task. For more context, AHP intends on taking a 2 night trip to Purdue for the airshow that will be held there in April. It can be implied what she meant by this as it is an overnight trip where everyone would be partying. [redacted] told me I had to take a video of me pretending to be an airplane and making airplane noises. [redacted] told me I had to make a presentation about [redacted] and create a conspiracy theory surrounding them or I had to put together an outfit and next meeting, I had to walk down the room like I was a fashion model. [redacted] told me I had to get a video of me asking my professor (someone who is of high regard), [redacted] if "he'd rather be dj of touse or mother of mouse." [redacted] did not give me a bad task. I do not have their last names but these are [redacted]. If I did not do these tasks by initiation, I assume I could not be a member of AHP even if I were to pay the $75 pledge fee. This was very infuriating and I believe action should be taken against them. I would like to remain anonymous."

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

What is your desired outcome in making this report?

Have you reported this information to any of the following:
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.

Pending IR #00103426. Submitted from 128.146.231.111.
Processed by routing rule #68. Routed to Kelly B. Smith (she/her), Director.
Copies to: smith.4941@osu.edu,bell.1776@osu.edu,welsh.418@osu.edu,records@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

PERSONAL AND CONFIDENTIAL

Regarding Case Number: 2025660501

To [redacted] and the executive members of the chapter of Alpha Eta Rho:

Student Conduct received information about an incident involving your organization that occurred on, or around, **March 3, 2026**. The report concerns a report of alleged new member requirements that could constitute as hazing.

As a leader of your organization, I want to hear from you and the members of your executive board about this report. Please visit https://go.osu.edu/nicholaslatorre to schedule a meeting no later than Thursday, **March 12, 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 latorre.11@osu.edu on the email notification.

Here are a few considerations to note:

- **Registered Co-Leaders:** You may bring co-leaders, such as members of your executive board (Vice President, Treasurer, New Member Educator, etc).
- **Advisor**. Your organization advisor is 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 latorre.11@osu.edu **no later**

than Thursday, March 12, 2026.

I am requesting 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, prior to 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 latorre.11@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 Thursday, March 12, 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 https://go.osu.edu/nicholaslatorre to schedule a meeting no later than **Thursday, March 12, 2026**. I look forward to meeting with your organization.

Sincerely,

Nicholas La Torre (he/him/his)
Assistant Director

latorre.11@osu.edu | 614-247-6519

Distributed to: [redacted] Brian Strzempkowski, Advisor

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

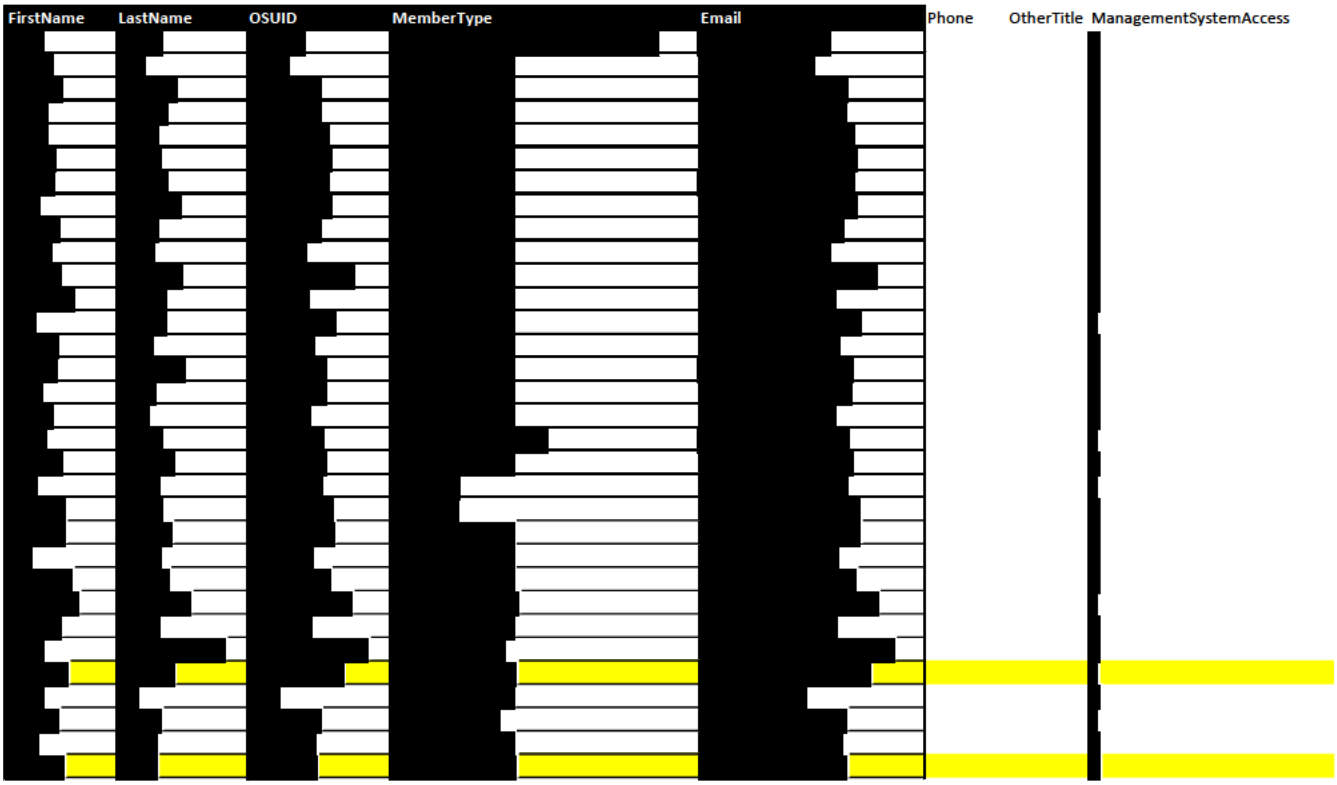
Statewide Educational Plan for Preventing Hazing at Institutions of Higher Education, ohiohighered.org/sites/default/files/uploads/hazing/Statewide%20Educational%20Plan%20for%20Preventing%20Hazing.pdf

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


FirstName
LastName
OSUID
MemberType
Email
Phone
OtherTitle
ManagementSystemAccess

THE OHIO STATE UNIVERSITY

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550 Lincoln Tower
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614-292-0748 Phone
614-292-2098 Fax
studentconduct.osu.edu

PERSONAL AND CONFIDENTIAL

Regarding Case Number: 2025660501

Dear [redacted] and the members of Alpha Eta Rho,

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

Rather, as we move forward in the student conduct process, this is your opportunity to choose a resolution option. **Please select your resolution option no later than April 2, 2026.**

Charge(s)

It is alleged that on, or around, **March 3, 2026**, your organization engaged or attempted to engage in conduct that includes, but is not limited to:

Asking/encouraging members to perform tasks during membership meetings that could be humiliating or cause mental stress.

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.

Resolution Options

I take 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.

I request a hearing in accordance with and as provided by Ohio law and the Code of Student Conduct 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 Wednesdays and Fridays.*

Sanctions

If you accept responsibility and request an Administrative Decision; I will assign you the following sanctions:

- A semester of probation
- Educational opportunity to correct issues with new member process in coordination with a University resource.

Please understand that if you choose not to accept responsibility and are found in violation in a hearing, you may be subject to a formal reprimand, disciplinary probation, suspension, dismissal, or any other sanction and/or combination of sanctions in the Code of Student Conduct.

Next Steps

Please select your resolution option no later than April 2, 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 you have any questions, please email me at latorre.11@osu.edu.

Sincerely,

Nicholas La Torre (he/him/his)
Assistant Director

Distributed [redacted]

to:

The Ohio State University
Student Conduct - Charge and Process Form

Submitted on April 1, 2026 at 1:05:12 pm EDT

Name of Investigator	**Nicholas La Torre**
Urgency of this report	**CPF**
	2026-04-01
Time of incident	
Location of incident	**CPF**

Reported by

Your Full Name	[redacted]
Your Student ID Number	[redacted]
Your OSU Email Address	[redacted]
Your Phone Number	
Your Physical Address	
	[Authenticated as [redacted]]

Resolution Option Selection

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

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 #00104627. Submitted from 76.34.82.180.
Processed by routing rule #1075. Routed to Nicholas La Torre (he/him/his), Assistant Director.

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

April 2, 2026

PERSONAL AND CONFIDENTIAL

Regarding Case Number: 2025660501

To [redacted] and the members of the chapter of Alpha Eta Rho:

I am writing to provide the chapter of **Alpha Eta Rho** 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 recent membership meetings, the chapter of Alpha Eta Rho engaged in conduct that includes, but is not limited to:

Asking/encouraging members to perform tasks during membership meetings that could be humiliating or cause mental stress.

Sanction Consideration

I considered the following factors in determining appropriate sanctions:

Executive member transparency and cooperation throughout the process

Outcome

Organization Outcome - Disciplinary Probation
I am placing your organization on disciplinary probation effective immediately through **December 20, 2026**. Probation is a heightened state of warning that does not otherwise control or direct your organization's functioning. Rather, probation supports the organization's efforts to avoid additional violations, which could result in further disciplinary action including extended probation or revocation of your organization's

status as a registered student organization.

New Member Recruitment and Process Review
Your chapter will review and revise its new member process in consultation with your organizations local advisors, inter/national staff members, and/or Ohio State advisor(s). The goal is to produce a new member plan that creates an extraordinary new member experience and aligns with Alpha Eta Rho standards and values.

To complete this review, your chapter will set up a process to:

- identify the purpose of the new member process (e.g., goals, experiences, learning outcomes) and evaluate how you can enhance the experience
- identify high-risk portions of the process (e.g., overnight activities, Big/Little reveal, social events with alcohol) that have traditionally involved hazing, alcohol or other drugs, or other risky behavior
- identify alternatives or new events to replace any events or activities that are identified as high-risk
- incorporate and address all applicable risk management requirements

Your chapter will develop a written plan that aligns the process with your intended purpose, while reducing the opportunities for high-risk situations to derail that purpose. This written plan will include:

- a summary of the review process identified above
- your new plan for the new member process including events, details of the events, how details of the process will be shared, where events will be held, dates or timelines for the events during the new member process
- how the replacement events you have created will reduce risk to active and new members
- your plans as a chapter to educate both new members and active members on expectations during the new member process and hazing
- how the chapter would report any concerning behavior that could happen during the new member process

Prior to implementing, and no later than **September 30, 2026,** you will email Nicholas La Torre at latorre.11@osu.edu, and any relevant advisors, a copy of the plan. You will then schedule a follow-up meeting to discuss your review and proposed plan prior to its implementation for feedback. To schedule this meeting, you will email Nicholas La Torre at latorre.11@osu.edu to determine how the meeting will be scheduled.

Office of Student Life Risk Reduction Specialist Jaylen Lindsey has offered to assist you in this process by providing a Risk Reduction Consultation. You can schedule this consultation at the link provided, or email Jaylen Lindsey directly at

lindsey.274@osu.edu. I have provided additional information about Jaylen below:

Jaylen Lindsey provides leadership for student organization risk reduction through education, training, and campus-wide initiatives focused on hazing prevention, well-being, and safety. Jaylen earned his B.S. from The Ohio State University and an MEd in Counselor Education with a specialization in Clinical Mental Health Counseling from Ohio University.

Chapter Communication Plan

To ensure the entire chapter is aware of the chapter's status, at the end of the appeal period, 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 latorre.11@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 **April 9, 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 latorre.11@osu.edu between 8 a.m. and 5 p.m. Monday through Friday.

Sincerely,

Nicholas La Torre (he/him/his)
Assistant Director

CC: Brian Strzempkowski
[redacted]
Anna Sullivan Kvam, Sr. Asst. Director of Student Organizations and Student Leadership

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.