

Case No: 2025634201

Organization Name: Kappa Delta Rho

Incident Date: February 26, 2026

- Incident reports | February 26, 2026
- Additional Incident Report | April 7, 2026
- Notice of investigation/meeting request | February 27, 2026
- Interim suspension notice | March 3, 2026
- Notice of charges | March 19, 2026
- Response to charges | March 24, 2026
- Outcome letter | April 21, 2026

I have videos and photos that serve as evidence of the hazing incidents. Unfortunately, the file sizes are too large to upload through this form. Please let me know when I can come in to meet with you in person to share this evidence and discuss the situation in more detail. I'm fully willing to cooperate and provide anything needed to support the investigation. I also respectfully request that my name and identity remain anonymous throughout this process to the fullest extent possible, for my safety and privacy.

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 #00103138. Submitted from 174.196.110.245.

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
Incident Report**

Submitted on April 7, 2026 at 5:56:31 pm EDT

Nature of report **Other**
Additional Nature of report **Other - please explain in the incident description**
Date of incident **2026-03-02**
Time of incident **5:00 PM**
Location of incident **On campus Online defamation and harassment**

Reported by

Your full name [REDACTED]
Your position or role **Student**
Your email address [REDACTED]
Your phone number [REDACTED]
Your address [REDACTED]
[UNAUTHENTICATED]

Involved persons REQUIRED

[REDACTED]	[REDACTED]	[REDACTED]
Victim	N/A	
KDR MEMBERS/Anyone that posted online. (N/A)	N/A	N/A
Alleged	N/A	

Narrative Information and Notifications

Please provide a description of the incident.

Beginning on March 2, I was subjected to a sustained and targeted campaign of harassment and defamation through anonymous posts on the [REDACTED]. These posts contain false, malicious, and damaging statements about me that have no basis in fact and were clearly intended to harm my reputation.

I have collected and preserved multiple screenshots documenting these defamatory statements. The frequency, tone, and consistency of the posts indicate that this is not an isolated incident, but a targeted and coordinated effort to publicly discredit and harass me.

I received texts on snapchat as well that included a statement that constitutes a physical threat of harm. While this was limited, the presence of any threat of violence is extremely serious and has caused significant concern for my personal safety.

Although [REDACTED] allows users to remain anonymous, there is a reasonable basis to believe that the individuals responsible are affiliated with Kappa Delta Rho. [REDACTED] which further supports the conclusion that this conduct may be retaliatory and malicious in nature.

This behavior is unacceptable and may constitute violations of university policy as well as applicable laws related to harassment, threats, and defamation. The continued spread of false information, combined with the presence of a physical threat, has had a serious impact on my well-being and sense of safety.

I am submitting this report to formally document these incidents and to request an immediate and thorough investigation, along with appropriate disciplinary and protective action.

What other departments have been notified?

Other Student Life or university department or office

If you would like to provide additional information about others notified, such as the name of the department or of a specific individual, you may do so here.

1. Brett Welsh welsh.418@osu.edu
2. Malcolm Bello bello.82@osu.edu

(ADDITIONAL INFORMATION)

In the supporting documentation section, I was only able to upload 30 screenshots due to the maximum file limit. I have additional evidence that could not be included. Please let me know the appropriate way to submit the remaining documentation.

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.

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.

Attachments

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*Processed by routing rule #77. Routed to Kirby Bell (She/Her), Associate Director.
Copies to: smith.4941@osu.edu*

February 27, 2026

██████████ Kappa Delta Rho

Sent electronically to ██████████

PERSONAL AND CONFIDENTIAL

Regarding Case Number: 2025634201

To ██████████ and the members of Kappa Delta Rho:

Student Conduct received information about an incident involving your organization that occurred during the Spring 2026 semester. The report alleges that active members of the organization have been hazing new members.

As a leader of your organization, I want to hear from you about this report. Please visit <https://go.osu.edu/brettwelsh> to schedule a meeting no later than Wednesday, March 4, 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 welsh.418@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 welsh.418@osu.edu **no later than** Wednesday, March 4, 2026.

I am requesting an updated Excel roster of your members.

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 welsh.418@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 Wednesday, March 4, 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/brettwelsh> to schedule a meeting no later than

Wednesday, March 4, 2026. I look forward to meeting with your organization.

Sincerely,

A handwritten signature in black ink that reads "Brett Welsh". The signature is written in a cursive, flowing style.

Brett Welsh
Anti-Hazing Compliance Specialist

welsh.418@osu.edu | 614-247-0107

CC: Assistant Director of Sorority and Fraternity Life - Eddie Labid
Roth Kessler, Advisor
Irving Montgomery, HQ



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.



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

- 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.



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

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	<ol style="list-style-type: none"> 1. Report hazing to law enforcement and university as set forth in the policy. 2. Complete training as directed by university.
Employees	<ol style="list-style-type: none"> 1. Report hazing to law enforcement and university as set forth in the policy. 2. Complete annual training as directed by university.
Students	<ol style="list-style-type: none"> 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



March 3, 2026

Kappa Delta Rho

Sent electronically to [REDACTED]

PERSONAL AND CONFIDENTIAL

Regarding Case Number: 2025634201

Dear [REDACTED] and members of the Kappa chapter of Kappa Delta Rho,

Pursuant to Section 3335-23-20 of the Code of Student Conduct and the [Student Organization Registration and Funding Guidelines](#) for student organizations, I have determined that there is reasonable cause to believe your organization's activities pose a significant risk of substantial harm to the safety or security of your organization's members, new members and/or others.

Accordingly, I hereby suspend the Kappa chapter of Kappa Delta Rho and its registration, temporarily and immediately, pending a full investigation by Student Conduct in the Office of Student Life.

During this period of interim suspension:

- your organization may not participate in any university activities or functions of registered student organizations, including, but not limited to, chapter meetings or programs, Sorority and Fraternity Life council meetings and sponsored activities, intramural sporting events, recruitment, chapter social events or social events with other student organizations.
- your organization must cease all recruitment and/or new member activities.

The interim suspension shall remain in effect until:

- the conclusion of the student conduct process, including any appeal,
- I terminate this interim suspension in writing,
- I modify the terms of this interim suspension, in which case your organization must follow all terms of the modification, or

- I terminate this interim suspension upon your organization's written request where a determination is made that reasonable cause for the interim suspension no longer exists

List of Members

Deadline: These relevant materials must be emailed to welsh.418@osu.edu **no later than Thursday, March 5, 2026.**

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 organization and/or new member process in the last two semesters

Contact information must include:

- first and last name
- email address
- cell phone number
- local address (current place of residence)
- school rank (if known)
- officer/leadership position (if applicable)
- member status (new, initiated, disaffiliated, etc.)

Notification to Members

You are required to immediately notify all organization members, including new members, of this interim suspension. Please send an email with this letter as an attachment to all organization members, including new members, and copy welsh.418@osu.edu and defreitas.12@osu.edu on the email.

Additionally, this letter provides notice to individual members that they may be held responsible for failing to comply with the directives within this letter and/or for failing to comply with 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, 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.

- **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 hearing body, as defined in rule 3335-23-10 of the Administrative Code, or university official; (2) Falsification, distortion, or misrepresentation of information before a hearing body, as defined in rule 3335-23-10 of the Administrative Code, or university official; (3) Disruption or interference with the orderly conduct of a student conduct proceeding; (4) Knowingly instituting of 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 hearing body, as defined in rule 3335-23-10 of the Administrative Code, prior to, and/or during the course of a student conduct proceeding; (7) Harassment and/or intimidation of a member of a hearing body, as defined in rule 3335-23-10 of the Administrative Code, or university official 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.

Notification to Others

To provide notice of this interim suspension, I have copied your organization's advisor, headquarters, and/or other relevant university staff (if applicable).

Requesting Termination or Modifications

Your organization may request termination of or modifications to this interim suspension. To do so, your organization must submit a request in writing to Ryan Lovell, Associate Vice President for Holistic Student Support and Well-being and Dean of Students, at lovell.113@osu.edu. Your organization's request must include supporting documentation or evidence that your organization does not or no longer pose a significant risk of substantial harm to the safety or security of your members, new members, or others, and/or any proposed modifications. Section 3335-23-20 of the Code of Student Conduct provides a complete description of this process.

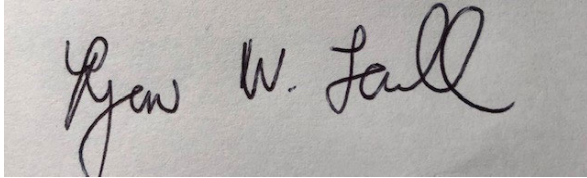
Investigation

It is important that you meet with Student Conduct and follow all instructions and

directives given to you by Student Conduct. I understand you may already have scheduled a meeting with Student Conduct. Please keep that appointment.

Please know that any efforts by your organization, 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 organization and/or individual students involved.

Sincerely,

A handwritten signature in black ink on a light-colored background. The signature reads "Ryan W. Lovell" in a cursive style.

Ryan Lovell

Associate Vice President for Holistic Student Support and Well-being and Dean of Students

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

Assistant Director of Sorority and Fraternity Life - Eddie Labid

Kappa Delta Rho, Chapter Advisor - Chris Steingass

Kappa Delta Rho, Executive Director - Joe Rosenberg

[REDACTED]

March 19, 2026

██████████ Kappa Delta Rho

Sent electronically to ██████████

PERSONAL AND CONFIDENTIAL

Regarding Case Number: 2025634201

Dear ██████████,

We are 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 March 27, 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: [Kappa Delta Rho Investigative Summary.docx](#)

Password: ██████████

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 charges, Student Conduct may with proper notice add to this summary and/or the hearing packet that would be created for a hearing. Likewise, your chapter 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:

Hazing new members by requiring them to complete tasks for active members, having new members be primarily responsible for set-ups and clean-ups, placing pillowcases over new member heads, taking away new member personal belongings during group activities, requiring group exercises as punishments like wall sits and push-ups, conducting lineups with degrading activities in chapter facilities, keeping new members at chapter facilities late into the night or early morning, and requiring new members to carry tobacco products.

Providing alcohol to new members at new member events and chapter social events and requiring new members to purchase alcohol.

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.
- **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 university facility policy, such as within the Ohio Stadium and the Schottenstein center.

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 revocation of your chapter's 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 welsh.418@osu.edu no later than 4:30 p.m. on March 27, 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 email me or call Student Conduct at 614-292-0748 between 8 a.m. and 5 p.m. (ET) Monday through Friday.

Sincerely,



Brett Welsh
Anti-Hazing Compliance Specialist



Malcolm Bello
Student Conduct Officer

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: Assistant Director of Sorority and Fraternity Life - Eddie Labid
Irving Montgomery
Roth Kessler

March 19, 2026

██████████ Kappa Delta Rho

Sent electronically to ██████████

PERSONAL AND CONFIDENTIAL

Regarding Case Number: 2025634201

Dear ██████████

We are 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 March 27, 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: [Kappa Delta Rho Investigative Summary.docx](#)

Password: ██████████

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 charges, Student Conduct may with proper notice add to this summary and/or the hearing packet that would be created for a hearing. Likewise, your chapter 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:

Hazing new members by requiring them to complete tasks for active members, having new members be primarily responsible for set-ups and clean-ups, placing pillowcases over new member heads, taking away new member personal belongings during group activities, requiring group exercises as punishments like wall sits and push-ups, conducting lineups with degrading activities in chapter facilities, keeping new members at chapter facilities late into the night or early morning, and requiring new members to carry tobacco products.

Providing alcohol to new members at new member events and chapter social events and requiring new members to purchase alcohol.

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.
- **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 university facility policy, such as within the Ohio Stadium and the Schottenstein center.

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 revocation of your chapter's 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 welsh.418@osu.edu no later than 4:30 p.m. on March 27, 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 email me or call Student Conduct at 614-292-0748 between 8 a.m. and 5 p.m. (ET) Monday through Friday.

Sincerely,



Brett Welsh
Anti-Hazing Compliance Specialist



Malcolm Bello
Student Conduct Officer

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: 3/19/26

Group Advisor

Signature:  _____

Date: 3/24/26

CC: Assistant Director of Sorority and Fraternity Life - Eddie Labid
Irving Montgomery
Roth Kessler

April 21, 2026

Kappa Delta Rho

Sent electronically to [REDACTED]

PERSONAL AND CONFIDENTIAL

Regarding Case Number: 2025634201

To [REDACTED] and members of the Kappa chapter of Kappa Delta Rho:

We are writing to provide the Kappa chapter of Kappa Delta Rho with our decision. The chapter took responsibility and requested an administrative decision for the following alleged violations of the Code of Student Conduct:

3335-23-04 (L) Hazing. Doing, requiring, or encouraging any act, whether or not the act is voluntarily agreed upon, 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.

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 university facility policy, such as within the Ohio Stadium and the Schottenstein Center.

Specifically, during the Spring 2026, the Kappa chapter of Kappa Delta Rho engaged in conduct that includes, but is not limited to:

- Providing alcohol to new members and encouraging them to drink during a new member event
- Requiring new members to purchase alcohol
- Requiring new members to engage in acts of servitude, including setting up and cleaning up for parties and providing favors for active members
- Requiring new members to carry tobacco products on their person and make available to active members
- Requiring new members to participate in calisthenic workouts such as group push-ups and wall-sits
- Subjecting new members to degrading and humiliating acts such as covering their heads with pillowcases and having them stare at a wall for multiple hours,

- listening to a song on repeat for multiple hours, and having new members search for Zyns (tobacco pouches) amongst packing peanuts in the dark
- Confiscating new members' personal devices at new member events
- Keeping new members at the chapter house until late at night or early into the morning
- Requiring new members to complete weekly house hours and workout hours

Sanction Consideration

We considered the following factors in determining appropriate sanctions:

- The chapter's previous conduct history, including its recent status of disciplinary probation in 2023 for the following violations: hazing, endangering behavior, alcohol, and student conduct system abuse
- The severity and pervasiveness of hazing behaviors
- Concerns regarding the organization's ability to make necessary internal changes, based on the lack of consistent oversight from a local, involved advisor and the absence of a definable corrective action plan from headquarters.

Outcome

Organization Outcome – Revocation

The Kappa chapter of Kappa Delta Rho's recognition as a registered student organization is revoked effective **April 21, 2026**, or upon the date of an appeal decision (if there is an appeal submitted and the revocation is upheld) through **May 5, 2030**. If you choose to reestablish a chapter of Kappa Delta Rho at Ohio State, the inter/national organization must begin communication at least one year prior to reestablishing, but no sooner than January 10, 2029. With the revocation of the chapter's recognition as a registered student organization at Ohio State, the chapter no longer has the rights and privileges afforded to a recognized student organization. Those rights and privileges include, but are not limited to, the following:

- Listing in the online student organization directory
- \$250 line-of-credit to be used in the Resource Room
- Opportunity to apply for Operating Funds and Programming Funds
- Discounted rates for on-campus space reservations
- Opportunity to register for the Student Involvement Fair
- Opportunity to register for the Homecoming Parade
- Opportunity to apply for office or locker space in the KBK Center for Student Leadership and Service

- Access to Student Organization Success Coaches
- Access to enhanced trainings and workshops through Student Activities
- Access to free marketing resources
- Access to free website hosting, email address and/or email listserv
- Participation in governing council and SFL community events and programming put on by SFL staff or the Greek Programming Board
- Membership in honor societies such as Order of Omega
- New and active member ongoing education via the Standards of Excellence program and council programming
- Recognition in the Sorority and Fraternity Life Awards program
- Ability to host social events with National Panhellenic Conference (NPC) sororities and their members in the Panhellenic Association.

Further, any student using your organization's name or likeness (e.g., Greek letters) while alleged to have violated the Code of Student Conduct may be investigated and, if applicable, charged as an individual in the Student Conduct process.

Kappa Delta Rho is also prohibited from using the name, logos and other trademarks of The Ohio State University and any prior permissions granted to the organization by the university's Office of Trademark and Licensing are revoked. This includes, but is not limited to, the usage of Brutus and the university's name on the Kappa Delta Rho social media pages. Failure to comply with this requirement will result in referral to the university's Office of Trademark and Licensing for review and possible enforcement action.

Continued operation of Kappa Delta Rho will prevent any consideration of a return to the community as a registered student organization until operations cease. In discussing its return to our community, Kappa Delta Rho headquarters representatives must meet with the Director of Sorority and Fraternity Life, or designee, to discuss the current campus environment and what requirements must be completed before the reestablishing process and during the chapter's first year. These conversations will occur in consultation with the Director of Student Conduct, or designee.

Should Kappa Delta Rho continue to recognize this chapter (regardless of its description, i.e. "the Columbus chapter"), reestablishment may be stalled indefinitely.

In determining whether to permit reestablishment of a chapter at Ohio State, Sorority and Fraternity Life and Student Conduct will take into consideration the organization's efforts to remedy or eliminate underground activity while the chapter remains deactivated. We encourage Kappa Delta Rho headquarters to provide Student Conduct with any documentation related to these efforts.

To prepare for any eventual reestablishment, we invite Kappa Delta Rho to submit a

memorandum identifying actions it will take when re-joining our campus community. Memorandum topics could include:

- recruitment strategies
- new member reviews and criteria
- alumni and advisor involvement
- selection of consultants and new chapter coordinators
- new member education plans
- alcohol and risk management policies.

This optional submission is due no later than January 10, 2029.

Summary of dates

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

- Revocation Effective – April 21, 2026
- Revocation End Date – May 5, 2030
- Headquarters memorandum – January 10, 2029
- First date to establish communication about potential reestablishment - January 10, 2029

Housing

Upon the conclusion of the appeal period, the chapter house located at 240 East 15th Avenue, Columbus, OH will no longer be an approved second year facility. All residents are invited to discuss housing options with Housing and Residence Education (HRE).

Rising second-year students planning to live at 240 East 15th location for the 2026-27 academic year will no longer have a valid housing exchange. These students should discuss on-campus housing options with HRE.

To meet with HRE, students should go to the department in person at 950 Lincoln Tower, Monday through Friday between 8 am and 5pm.

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.

Other Notifications and Further Violations

The university will share notice of this outcome with members' emergency contacts, University Police and the Columbus Division of Police and the Columbus City Attorney. Any additional misconduct by the organization, its members or guests will result in additional notifications and referrals to Student Conduct for proceedings under the Code of Student Conduct. Such proceedings could involve disciplinary outcomes for involved students up to and including suspension or permanent dismissal from the university.

Requests for Extensions and Modifications

Any request for an extension or modification of any outcome must come from the chapter president to welsh.418@osu.edu. The request must contain a detailed explanation of the reason for the request and a new proposed deadline. We 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 28, 2025. 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 us through email at welsh.418@osu.edu between 8 a.m. and 5 p.m. Monday through Friday.

Sincerely,



Brett Welsh
Anti-Hazing Compliance Specialist



Malcolm Bello
Student Conduct Officer

CC: Director of Student Conduct - Kelly Smith, J.D.
Student Conduct Officer - Malcolm Bello
Director of Sorority and Fraternity Life - Kim Monteaux De Freitas, EdD
Assistant Director of Sorority and Fraternity Life - Eddie Labid
Irving Montgomery
Roth Kessler
Xavier Romano



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

GROUNDINGS FOR APPEAL

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

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

PROCEDURAL ERROR

Procedural error that resulted in material harm or prejudice to the respondent (i.e., by preventing a fair, impartial, or proper hearing). Deviations from the designated procedures will not be a basis for sustaining an appeal unless material harm or prejudice results.

SUBSTANTIAL NEW EVIDENCE

Discovery of substantial new evidence that was unavailable at the time of the hearing, and which reasonably could have affected the decision of the hearing body.

GROSSLY DISPROPORTIONATE SANCTIONS

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

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

HOW TO APPEAL

COMPLETE FORM

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

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

REVIEW OF APPEAL

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

FINAL DECISION

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

UPHOLD

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

REMAND OR REFER

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

MODIFY OR REDUCE

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

DISMISS AND VACATE

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

