Case No: 2025396502

Organization Name: Kappa Alpha Order

Incident Date: December 7, 2025

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

The Ohio State University
Incident Report

Submitted on December 8, 2025 at 9:55:54 am EST

Nature of report	**Other**
Additional Nature of report	**Other - please explain in the incident description**
Date of incident	**2025-12-07**
Time of incident	
Location of incident	[redacted]

Reported by

Your full name	[redacted]
Your position or role	**Student**
Your email address	[redacted]
Your phone number	[redacted]
Your address	[redacted]
	[Authenticated as [redacted]]

Involved persons REQUIRED

[redacted] [redacted] [redacted]
Victim

Kappa Alpha Order, 38 E 17th Ave ()
Alleged

Narrative Information and Notifications

Please provide a description of the incident.
Kappa alpha order has members living in an off campus address at [redacted] They are constantly throwing parties with their letters out, the men living there keep peeing on my walls and door of my home and my neighbors (both of which are fully women apartments) we have recorded videos, also have seen their genitals a number of times (public indecency). They also have thrown drinks and other various objects at our windows and doors. I believe that this is targeted especially as they don't do it to the men living next door to me. Please contact me for more information on the videos and pictures, it will not let me upload all of them. Also the videos are from my neighbors apartment so it only capture what they see, and no view of my apartment

What other departments have been notified?
Ohio State University Police Division, Columbus Division of Police, 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.
I have talked to osu police dept on maybe filing charges against the men living there to which they referred me to Columbus pd and this link, I have contacted Columbus of non emergency line for when they throw parties bc of the noise and peeing, I have contacted their rental property owner, I have contacted the Greek council people

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
img6311.jpeg
1757796960909.mov
img3008.jpeg

Pending IR #00100065. Submitted from 128.146.189.75.
Processed by routing rule #77. Routed to Kirby Bell (She/Her), Associate Director.
Copies to: smith.4941@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

December 11, 2025

[redacted] Kappa Alpha Order
Sent electronically to [redacted]

PERSONAL AND CONFIDENTIAL

Regarding Case Number: 2025396502

To [redacted] and the members of the Zeta Alpha chapter of Kappa Alpha Order:

Student Conduct received information about multiple incidents involving your organization that occurred during the Fall 2025 semester. This report includes concerns related to alleged disorderly conduct and destruction of property.

As a leader of your organization, I want to hear from you about this report. Please visit https://go.osu.edu/brettwelsh (beginning January 8) to schedule a meeting after winter break, to occur before January 30, 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
- **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.
- **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.

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, 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 after January 7 to schedule a meeting no later than Friday, January 30. If you are having any challenges with scheduling, please let me know. I look forward to meeting with your organization.

Sincerely,



Brett Welsh
Anti-Hazing Compliance Specialist

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

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

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

February 5, 2026

[redacted] Kappa Alpha Order
Sent electronically to [redacted]

PERSONAL AND CONFIDENTIAL

Regarding Case Number: 2025396502

Dear [redacted],

I am writing to give you an update on your organization's conduct case. I have concluded my investigation and determined there is reasonable cause to issue charges under the Code of Student Conduct. This does not mean your organization has been found in violation of the charge(s) listed below. Rather, as we move forward in the conduct process, this is your organization's opportunity to choose a resolution option. **Please select your organization's resolution option no later than February 9, 2026.**

Charge(s)

It is alleged that on, or around, Fall 2025, your organization engaged or attempted to engage in conduct that includes, but is not limited to:

Various members of the organization and/or their guests publicly urinated outside of the chapter's facility in the nearby alleyway and on the adjacent apartment complex. These incidents occurred over multiple Saturdays during the Fall 2025 semester, which is prohibited by the following section(s) of the Code of Student Conduct:

- 3335-23-04 (Q) Public urination or defecation.

  Urination or defecation in a place such as a sidewalk, street, park, alley or yard, residence hall space, or on any other place or physical property that is not intended for use as a restroom.

Possible Sanctions

Violations of the Code of Student Conduct may result in one or more sanctions, including educational opportunities to support your organization's educational growth

and development. Sanctions for this situation are likely to include a formal reprimand or disciplinary probation.

Resolution Options

Our organization 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 organization 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 organization's resolution option by initialing next to that resolution option, acknowledging the decision of your organization by signing and dating below, and returning this letter to welsh.418@osu.edu no later than 4:30 p.m. on February 9, 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 organization has any questions, please email me at welsh.418@osu.edu.

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

Sincerely,



Brett Welsh
Anti-Hazing Compliance Specialist

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: Cooper Carroll
Kim Wright
Director of Sorority and Fraternity Life - Kim Monteaux De Freitas, EdD

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

February 5, 2026

[redacted] Kappa Alpha Order
Sent electronically to [redacted]

PERSONAL AND CONFIDENTIAL

Regarding Case Number: 2025396502

Dear [redacted]

I am writing to give you an update on your organization's conduct case. I have concluded my investigation and determined there is reasonable cause to issue charges under the Code of Student Conduct. This does not mean your organization has been found in violation of the charge(s) listed below. Rather, as we move forward in the conduct process, this is your organization's opportunity to choose a resolution option. **Please select your organization's resolution option no later than February 9, 2026.**

Charge(s)

It is alleged that on, or around, Fall 2025, your organization engaged or attempted to engage in conduct that includes, but is not limited to:

Various members of the organization and/or their guests publicly urinated outside of the chapter's facility in the nearby alleyway and on the adjacent apartment complex. These incidents occurred over multiple Saturdays during the Fall 2025 semester, which is prohibited by the following section(s) of the Code of Student Conduct:

- 3335-23-04 (Q) Public urination or defecation.

  Urination or defecation in a place such as a sidewalk, street, park, alley or yard, residence hall space, or on any other place or physical property that is not intended for use as a restroom.

Possible Sanctions

Violations of the Code of Student Conduct may result in one or more sanctions, including educational opportunities to support your organization's educational growth

and development. Sanctions for this situation are likely to include a formal reprimand or disciplinary probation.

Resolution Options

Our organization takes responsibility for the charge(s):

X 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 organization 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 organization's resolution option by initialing next to that resolution option, acknowledging the decision of your organization by signing and dating below, and returning this letter to welsh.418@osu.edu no later than 4:30 p.m. on February 9, 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 organization has any questions, please email me at welsh.418@osu.edu.

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

Sincerely,

Brett Welsh
Anti-Hazing Compliance Specialist

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 Leade[redacted]

Signature: [redacted]

Date: 2/9/26

Group [redacted]

Signatu

Date: 02/01/2026

Group Advisor

Signature: _____

Date: _____

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

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

February 9, 2026

[redacted] Alpha Order
Sent electronically to riley.980@osu.edu

PERSONAL AND CONFIDENTIAL

Regarding Case Number: 2025396502

To [redacted] and the members of the Zeta Alpha chapter of Kappa Alpha Order:

I am writing to provide the Zeta Alpha chapter of Kappa Alpha Order with my decision. The chapter took responsibility and requested an administrative decision for the following alleged violation(s) of the Code of Student Conduct: 3335-23-02 (Q) Public urination or defecation

Sanction Consideration

I considered the following factors in determining appropriate sanctions:

Organization Taking Behaviors to Remedy the Situation
Organization Accepting Responsibility
Organization's Recent Conduct History

Outcome

As a result of this outcome, I am placing you on **disciplinary probation** from February 9, 2026, through May 11, 2026. Probation is a period of warning during which any further violations of university rules, policies, standards, or guidelines would also be considered a failure to comply with this sanction, which shall result in further action up to and including suspension or revocation.

Additionally, your organization, including a majority of its members, are required to participate in a **service project** in the community.

The requirements and directives assigned to the chapter are mission/values driven, appropriate, and intentionally crafted to prevent unacceptable behavior while including all chapter members in the education process. Along with this, sanctions reflect an understanding of the severity of the violations and resources the chapter has to support their growth through the sanction implementation process.

Summary of dates

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

The organization will be on probation from February 9, 2026 until May 11, 2026. The organization is also required to complete a service project and provide evidence of organizational participation by May 11, 2026.

Chapter Communication Plan

To ensure the entire chapter is aware of the chapter's status, at the end of the appeal period, William 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 welsh.418@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 February 16, 2026. You can learn more about the appeal process on our website. If you do not submit an appeal, this decision will be effective at the end of your appeal period. If you have further questions, call (614) 292-0748 prior to the expiration of your appeal period.

If you have any questions concerning this matter, please do not hesitate to contact me through email at welsh.418@osu.edu.

Sincerely,



Brett Welsh
Anti-Hazing Compliance Specialist

CC: Cooper Carroll
Linda Wright
Anthony Graziani
Director of Sorority and Fraternity Life - Kim Monteaux De Freitas, EdD

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).