Case No: 2025737303

Organization Name: Pi Kappa Phi

Incident Date: March 26, 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
Incident Reporting Form

Submitted on March 26, 2026 at 12:35:01 pm EDT

Nature of this report	**Housing-initiated report (UH)**
This case involves	**None of the below options**
Date of incident	**2026-03-26**
Time of incident	**12:00 PM**
Location of incident	**Canfield Hall**

Reported by

Your full name	**Bea Graves**
Your position/title	**Hall Director**
Your email address	**graves.570@osu.edu**
Your phone number	**6142470425**
Your physical address	**236 W. 11th Avenue**
	[UNAUTHENTICATED]

Involved Parties

[redacted]

Questions

Please provide a detailed description of the incident/concern using specific, concise and objective language.

On March 3rd, 2026 at 9:40 am, Hall Director Bea Graves.570 received a call from the Morrison front desk that someone called asking for a wellness check on [redacted] in Canfield [redacted] The Morrison front desk coordinator told the person that called to contact OSUPD before the Morrison front desk called HD Graves.570. HD Graves.570 went up to Canfield [redacted] and knocked three times and announced, " housing." HD Graves.570 did not have the Canfield floor [redacted] keys and did not see OSUPD and downstairs the Canfield front desk to get the Canfield floor [redacted] keys. After retrieving the keys, HD Graves.570 went back up to Canfield [redacted] and OSUPD had arrived. HD Graves knocked three times announcing "housing" and "housing keying in." HD Graves.570 opened the door with OSUPD behind HD Graves.570. No one was in the room and HD Graves.570 closed and locked the door before departing the floor with OSUPD. HD Graves.570 called [redacted] twice and left a message the second time informing [redacted] of the attempt to make contact and the wellness check. HD Graves.570 then called [redacted] and left a voice message asking [redacted] to have [redacted] call HD Graves back if [redacted] hears from [redacted]. HD Graves.570 also sent [redacted] an email informing [redacted] about the wellness check and to call Graves.570 back as soon as possible at Graves.570 office number.
At 12:00 PM, HD Graves.570 received an email from Program Coordinator Em Manier.3 with the Student Advocacy office. The email stated the following, " Hello all -
I am writing to inform you that two Canfield students, [redacted] and [redacted] (roommates in room [redacted]), were hospitalized early this morning, transported to the WMC. I met with [redacted] parents as he is currently in the medical ICU under serious care; it is unlikely we will know for several days where things are going. From what [redacted] parents told me, [redacted] is in better shape and likely to be discharged within the next few days. They were brought in for severe alcohol poisoning treatment.
It sounds like they were transported from an off-campus location, so I would not suspect additional impact to hallmates/other residents, but please let me know if you hear of any needs from your students. I will update you once I have additional information about either."
HD Graves.570 connected with Assistant Director Xavier De Freitas.15 who informed HD Graves.570 to write an incident report.

Clery Referral for Alcohol and/or Drugs: Referral of a student to any staff member for possible disciplinary action which may result in the imposition of a sanction. Referral statement should be written for any student in the involved parties section that allegedly was in possession or of had consumed alcohol and/or drugs. Examples of referral

statements are (1) Brutus.1 and Buckeye.2 are being referred for an alleged alcohol violation; or (2) Brutus.1 and Buckeye.2 are being referred for an alleged drug violation; (3) or Brutus.1 is being referred for an alleged alcohol violation and Buckeye.2 is being referred for an alleged drug violation.
[redacted] **and** [redacted] **are being referred for an alleged alcohol violation.**

Do you have any additional, relevant information to report?

If you selected a location other than a residence hall OR if you are documenting an issue that is not conduct related (facilities, mental health), please provide YOUR residence hall so this report is properly forwarded to the correct responding staff member.

What resources, if any, were provided? (Select all that apply)
OSUPD

If other, please explain:

Attachments
mailgravesbeair.pdf

Pending IR #00104332. Submitted from 164.107.43.100.
Processed by routing rule #243. Routed to Bea Graves, Hall Director.
Copies to: kefalas.1@osu.edu,smith.11556@osu.edu,defreitas.15@osu.edu,bautista-garcia.1@osu.edu

THE OHIO STATE UNIVERSITY

Department of Public Safety
University Police
1291 Blankenship Hall
901 Woody Hayes Drive
Columbus, OH 43210
614-292-2121 Phone
dps.osu.edu

Status	Pending
Report Type	Patrol
Primary Officer	Brennan Haptonstall
Investigator	None
Reported At	03/26/26 13:47
Incident Date	03/25/26 20:00 - 03/26/26 03:33
Incident Code	Administrative Information
Location	200 E 15TH AVE, COLUMBUS, OH 43201 (Pi Kappa Phi)
Zone	Columbus
Beat	Off Campus
Disposition	Forward to Other Agency
Disposition Date/Time	03/27/26 07:42
Review for Gang Activity	None
Crime Log Location	200 East 15th Avenue
Crime Log Dispostion	Reported to Other Agency

Offense Information

Offense	Non-Criminal Offense
Statute	
NIBRS Code	
Counts	1
Offense Details	Not Applicable
Include In NIBRS	Yes
Completed	Yes
Bias Motivation	No Bias/Not Applicable
Location	Residential Facility
Entry Forced	No

Dispatch Information

CFS #	CFS26-10395						
Location	520 W 10TH AVE, COLUMBUS, OH 43210						
Incident Code	CSA Report : CSA Report						
Occurred Between	03/26/26 13:47:32 and						
Assigned	13:54:25	**Enroute**	14:06:05	**On Scene**	14:06:05	**Completed**	14:47:38

Complainant

[redacted]

Non-Criminal Offense - Not Applicable

[redacted]

Non-Criminal Offense - Not Applicable

Victim

[redacted]

Non-Criminal Offense - Not Applicable

[redacted]

Non-Criminal Offense - Not Applicable

Other

[redacted]

(C) Student: Non-Criminal Offense - Not Applicable

[redacted]

(C) Student: Non-Criminal Offense - Not Applicable

[redacted]

(C) Student: Non-Criminal Offense - Not Applicable

Primary Narrative By Brennan Haptonstall, 03/26/26 15:05

I was dispatched the the OSU Hospital South Tower room [redacted] for a Campus Security Authority Hazing report.

I met with [redacted] who is the mother of [redacted]. [redacted] was seeking medical treatment and was intubated at the time of our conversation. [redacted] advised medical staff contacted her this morning regarding her son being treated in the ICU. [redacted] reported that [redacted] was pledging for OSU fraternity Pi Kappa Phi at 200 E 15th Avenue the night prior.

At 1051, she spoke with [redacted] who is [redacted] roommate. [redacted] had just been discharged from the hospital for similar circumstances. [redacted] confirmed that they were at a house party at their fraternity the night prior. [redacted] saw [redacted] drink at least a four loko and vodka. However, [redacted] was not with [redacted] the entire night. [redacted] advised that medical

staff reported [redacted] blood alcohol level was at 0.54%. [redacted] believed [redacted] was dropped off at the hospital by his friends at 0305. No other information was provided.

Supplemental Narrative By Stacy Rainey, 03/26/26 20:12

On 03/26/2026 at approximately 1545 , I spoke with [redacted] the mother of [redacted] regarding the incident that occurred on 03/25/2026. [redacted] stated the only information she received was that he hit his head and was vomiting so his friends called an emergency squad, that may have taken him to the emergency department. She stated the hospital could not give her any further medical details as to his BAC or time of arrival. [redacted] did not give her any clear details as to where he was at when he hit his head, or what he was doing at the time. [redacted] confirmed his residence hall was Canfield Hall and his room was [redacted].

On 03/26/2026 at approximately 1815 hours, Officer Rhodeback, CPD Officer Tischler, CPD Sgt. Smith, and I met with [redacted] at his residence hall room. [redacted] stated they "were at the house, the fraternity house, hanging out." He explained how the new members of the fraternity were "getting their bigs". He stated they went down stairs, one by one, and met their "big", and then were "having a good night." [redacted] explained that he heard from other fraternity members that his roommate, [redacted], was just sleeping when the problems arose and that was why they decided to take him to the hospital. I asked [redacted] which fraternity they were at, and he stated, "Pi Kappa Phi."

[redacted] confirmed [redacted] was a member of Pi Kappa Phi as well [redacted] did not know which members took [redacted] to the hospital, but thought it was "a lot of dudes." [redacted] stated [redacted] knew what happened. [redacted] believed [redacted] was one of the guys that helped [redacted] get to the hospital. [redacted] confirmed that, to his knowledge, [redacted] and him were at the fraternity house until they were transported to the hospital. [redacted] was told that after [redacted] fell asleep he started seizing, which is what caused the members to take him to the hospital.

CPD advised they would be investigating this further. Officer Tischler reached out to their assault squad but was unsure who would be taking the investigation. CPD's case number is 260209514.

Video review of the hospital cameras show [redacted] being admitted by CFD Medics around 0045 hours. At 0333 hours, a dark blue Kia Telluride stops in the emergency department loop and gets hospital staff to assist them. Hospital staff remove [redacted] from the back seat of the Telluride and transported him into the emergency department.

Property / Evidence

Item #	Category	Type	Status	Location	Description
P2026-00872-001		Digital	In Digital Files		Web Link - BWC

THE OHIO STATE UNIVERSITY

Office of the Senior Vice President for Student Life

1739 North High Street
Ohio Union – Suite 3034
Columbus, OH 43210

studentlife.osu.edu

March 26, 2026

Pi Kappa Phi
Sent electronically to [redacted]

PERSONAL AND CONFIDENTIAL

Regarding Case Number: 2025737303

Dear [redacted] and members of the Alpha Nu chapter of Pi Kappa Phi,

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 Alpha Nu chapter of Pi Kappa Phi 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.
    - **Specifically, this interim suspension prevents your chapter from proceeding with its planned trip to Chicago tomorrow, March 27, 2026**
- 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 smith.4941@osu.edu **no later than Monday, March 30, 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 smith.4941@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). Additionally, we have reported this to appropriate law enforcement departments.

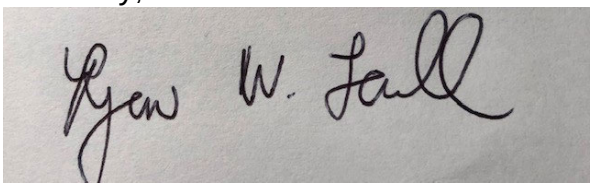
Requesting Termination or Modifications

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. 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,



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

CC: Assistant Director of Sorority and Fraternity Life - Kyle Fowler, EdD
Chapter Advisor Derek Knotek
Pi Kappa Phi Chandler Fern

THE OHIO STATE UNIVERSITY

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

March 26, 2026

PERSONAL AND CONFIDENTIAL

Regarding Case Number: 2025737303

To [redacted] and the members of the Alpha Nu chapter of Pi Kappa Phi:

Student Conduct has received information regarding alcohol use and serious resulting injuries involving members of your chapter.

As [redacted] of your organization, I would like to meet with you to discuss this report. I have reserved time tomorrow between 9:00 a.m. and 12:00 p.m. We may meet either in person in my office in Lincoln Tower or via Zoom. Please email me at smith.4941@osu.edu to confirm your preferred meeting format. You may bring your chapter advisor and a representative from Pi Kappa Phi headquarters. I also encourage you to bring a member of your Executive Board.

This is a preliminary meeting and not a hearing. No charges have been issued at this time. The purpose of this meeting is to provide your organization an opportunity to share information, ask questions about the Student Conduct process, including questions about interim suspension, and allow me to gather information relevant to our review.

Required Notification to Members

You must notify all members of your organization, including new members, about this investigation. Please send an email to your membership with this letter attached and copy smith.4941@osu.edu on that message.

Considerations

- Co-Leaders: You may invite a co-leader, such as your vice president or new member educator, to the meeting.
- Advisors: Your organization advisor, headquarters staff, and Sorority and Fraternity Life liaison are copied on this letter, and we encourage their engagement throughout this process.
- Ohio State Anti-Hazing Policy: The Anti-Hazing Policy is attached to this letter.
- Student Rights and Responsibilities: Information about the Code of Student Conduct and our process is available online. A Statement of Student Rights and Responsibilities (PDF) is also attached.

Relevant Materials and Deadline

Please review your chapter roster currently on file with Sorority and Fraternity Life to ensure its accuracy. If corrections are needed, download the roster, update it, and email the revised version to smith.4941@osu.edu no later than Tuesday, March 31, 2026.

Your updated roster must include:

- First and last name
- Name.#
- Member status (new, initiated, disaffiliated, etc.)
- Semester initiated into the chapter
- Officer or leadership position, if applicable

If you or other chapter members have relevant materials, such as written statements, text messages, photos, or emails, please email those materials to me prior to our meeting.

Resources

- ADA Coordinator
    - 614-292-6207 (voice)
    - 614-688-8605 (TTY)
    - ada-osu@osu.edu
    - The ADA Coordinator's Office provides accommodations based on the impact of a disability during the Student Conduct process. Students are responsible for requesting accommodations, and one week of notice is recommended.
- Student Advocacy Center
    - 614-292-1111
    - advocacy.osu.edu
    - The Student Advocacy Center assists students as they navigate university processes. Staff cannot serve as advisors in conduct proceedings, but they can provide information about the conduct process.

This meeting is preliminary but not optional. If you cannot attend during the time provided, please email me with an explanation and request instructions for scheduling a meeting next week. Please be aware that the Student Conduct process may proceed without the organization’s participation, which may result in a formal investigation, charges, a hearing, and possible sanctions.

Sincerely,

Kelly B. Smith (she/her)
Director

smith.4941@osu.edu | 614-247-8600

CC: Assistant Director of Sorority and Fraternity Life - Kyle Fowler, EdD
Chapter Advisor - Derek Knotek
Pi Kappa Phi HQ - Chandler Fern

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

OFFICE OF STUDENT LIFE
STUDENT **CONDUCT**

Statement of Student Rights and Responsibilities

The Code of Student Conduct provides the definitions and procedures used to respond to complaints regarding student behavior. Many of the rights and responsibilities found in the Code of Student Conduct are highlighted below. To learn more about student rights and responsibilities, refer to the Code of Student Conduct at studentconduct.osu.edu.

3335-23-08-A: Students shall receive written notice of university charges, through one of multiple methods of communication, including: in person; in a residence hall mailbox; by email to official university email address, which may then direct the student to view the notice in a secure website; by text message or other electronic communication; or by mail to a local or permanent address.

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

- University staff members authorized to investigate complaints usually request a meeting with students prior to issuing charges.
- Once charges are issued, students can request another meeting.
- Students are strongly encouraged to meet with a university official.

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

- The advisor may be any person other than a witness.
- The advisor may only counsel the student and may not actively participate in the process.

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

- Generally, and in accordance with and as provided by Ohio law and the Code of Student Conduct, students may choose between an administrative hearing or a hearing before the University Conduct Board to resolve charges other than those related to:
  - ◊ **3335-23-04-A:** Academic Misconduct
  - ◊ **3335-23-02-C:** Discrimination and harassment, including, but not limited to sexual misconduct, based on a protected class, prohibited by university policies 1.15 and 1.10, which can be found on policies.osu.edu.
- **3335-23-09:** NOTE - If students fail to respond to the initiation of charges and there is enough information to support finding a violation, the hearing officer may issue an administrative decision, as long as the sanctions do not include suspension or dismissal.

3335-23-09: An administrative decision allows the student to admit, in writing, to the violation(s), and serves as a request to have appropriate sanctions made by the hearing officer, rather than having charges referred to a hearing body.

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

3335-23-10-C: In accordance with and as provided by Ohio law and the Code of Student Conduct, students have the opportunity to request a separate hearing and choose either an administrative (with one university official) or board hearing, except under special circumstances.

- **3335-23-11-C:** Students will receive notice of the hearing at least 10 calendars prior to the hearing, including all charge(s), logistical information, and statement of student's rights.
  - ◊ **3335-23-11-D:** The respondent may request to postpone the hearing for a reasonable cause, which must be made in writing and received by the person sending the hearing notification at least 2 business days in advance. Decisions on postponements are made at the discretion of the university.
- Attendance at hearings, though not mandated, is strongly encouraged and also limited to respondents and those directly involved or requested by the hearing body.
- **3335-23-12-D:** Students will be informed of witnesses invited to attend the hearing by the university and will be able to invite relevant factual witnesses to attend.
  - ◊ The respondent will have the opportunity to ask questions of all witnesses.
- **3335-23-14:** A single record of the proceedings, consisting of written notes, audio recording, or another method determined by the hearing body, will be made. This will remain the property of the university but will be made available to the respondent for review during the appeal period.
- **3335-23-12-E:** Students will only be found in violation if a preponderance of evidence supports the charges.

3335-23-17: Students found in violation of the code, or who accept responsibility for violating the code, will receive sanctions that should be commensurate with the violations found to have occurred.

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

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

- All appeals must be sent within five working days after the date on which notice of the decision was sent to the student, unless the deadline was extended in response to an extension request as described in 3335-23-18-A(2).
- Students who accept responsibility through an administrative decision waive their right to appeal except on the basis that the disciplinary sanction is grossly disproportionate to the violation(s) committed.
- Students are limited to one appeal of a decision, and the decision of the appeal officer is final.
- Information on how to submit an appeal, including grounds for appeal, will be included with communication following a decision from the appropriate hearing body.

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 16, 2026

[redacted] Pi Kappa Phi
Sent electronically to[redacted]

PERSONAL AND CONFIDENTIAL

Regarding Case Number: 2025737303

To [redacted] and the members of the Alpha Nu chapter of Pi Kappa Phi:

Student Conduct would like to schedule a follow-up meeting with your chapter. In the course of our investigation, we have gained information that has led to concerns about the organization allegedly participating in the following prohibited behaviors, as outlined in the Student Code of Conduct:

(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.

(M) Student conduct system abuse.

Abuse of any university student conduct system, including but not limited to:

- Disruption or interference with the orderly conduct of a student conduct proceeding;
- Discouraging an individual's proper participation in, or use of, a university student conduct system
- Influencing another person to commit an abuse of a university student conduct system.

I have pre-scheduled a meeting with your organization on CarmenZoom at **3:00pm on Friday, April 17** to discuss these concerns. Here is a link to this meeting:

https://osu.zoom.us/j/[redacted]

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.

This meeting is not optional. If you cannot meet at this pre-scheduled time, please visit https://www.go.osu.edu/brettwelsh to select a time before April 24.

I look forward to meeting with your organization.

Sincerely,



Brett Welsh
Anti-Hazing Compliance Specialist



Lacey Gosnell (she/her)
Assistant Director

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

CC: Assistant Director of Sorority and Fraternity Life - Kyle Fowler, EdD
Derek Knotek
Chandler Fern
Ryan Lugbihl
Jonathon Lewellyn

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

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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
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Criminal report – on Columbus campus	University Police	911 (emergency) 614-292-2121 (non-emergency)	dps.osu.edu
Criminal report – off Columbus campus (including regional campuses)	Local law enforcement agency with jurisdiction for location. University Police can assist with identifying appropriate agency.	911 (emergency) Go to stophazing.osu.edu for list of non-emergency phone numbers.	stophazing.osu.edu

History

Issued: 01/09/2023

THE OHIO STATE UNIVERSITY

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

May 6, 2026

Pi Kappa Phi
Sent electronically to [redacted]

PERSONAL AND CONFIDENTIAL

Regarding Case Number: 2025737303

Dear [redacted],

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 May 13, 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, or otherwise seek to "record" the document. However, taking personal notes about the content of this summary is permitted.

Investigative Summary Link: Pi Kappa Phi Investigative Summary.pdf

Password: [redacted]

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

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

Charge(s)

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

- *Providing alcohol, including beer and liquor, to new members at a Big/Little Reveal event in which two new members required medical attention.*
- *Providing alcohol to new members at new member meetings and other social events throughout the new member period during Spring 2026 semester.*
- *Requiring new members to complete tasks for active members, engage in group exercises like wall sits, planks, squats, and burpees, clean the chapter house, spend available time at chapter house for "house hours" and write the organizational creed an assigned number of times as a punishment.*

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

- **3335-23-04 (I) Alcohol**. Use, underage intoxication, production, distribution, sale, or possession of alcohol in a manner prohibited under law or applicable university policy or university facility policy, such as within the Ohio stadium and the schottenstein center.

- **3335-23-04 (B1) Endangering Health or Safety - Endangering Behavior**. Taking or threatening action that endangers the safety, physical or mental health, or life of any person, or creates a reasonable fear of such action.

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

Possible Sanctions

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

Resolution Options

Our chapter takes responsibility for the charge(s):

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

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

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

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

Next Steps

Please select your chapter's resolution option by initialing next to that resolution option, acknowledging the decision of your chapter by signing and dating below, and returning this letter to welsh.418@osu.edu no later than 4:30 p.m. on May 13, 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

Lacey Gosnell
Assistant Director

Group Leader Acknowledgment of Letter & Resolution Option

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

Group Leader (Primary)

Signature: _____

Date: _____

Group Leader (Secondary)

Signature: _____

Date: _____

Group Advisor

Signature: _____

Date: _____

CC: Ryan Lugabihl at rlugabihl@pikapp.org
Jonathon Lewellyn at jlewellyn@pikapp.org
Derek Knotek at derekknotek[redacted]
Director of Sorority and Fraternity Life - Kim Monteaux De Freitas, EdD
Assistant Director of Sorority and Fraternity Life - Kyle Fowler, EdD

THE OHIO STATE UNIVERSITY

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

May 6, 2026

Pi Kappa Phi
Sent electronically to [redacted]

PERSONAL AND CONFIDENTIAL

Regarding Case Number: 2025737303

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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:

- *Providing alcohol, including beer and liquor, to new members at a Big/Little Reveal event in which two new members required medical attention.*
- *Providing alcohol to new members at new member meetings and other social events throughout the new member period during Spring 2026 semester.*
- *Requiring new members to complete tasks for active members, engage in group exercises like wall sits, planks, squats, and burpees, clean the chapter house, spend available time at chapter house for "house hours" and write the organizational creed an assigned number of times as a punishment.*

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

- **3335-23-04 (I) Alcohol**. Use, underage intoxication, production, distribution, sale, or possession of alcohol in a manner prohibited under law or applicable university policy or university facility policy, such as within the Ohio stadium and the schottenstein center.

- **3335-23-04 (B1) Endangering Health or Safety - Endangering Behavior**. Taking or threatening action that endangers the safety, physical or mental health, or life of any person, or creates a reasonable fear of such action.

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

Possible Sanctions

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

Resolution Options

Our chapter takes responsibility for the charge(s):

[redacted]___ 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 May 13, 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

Lacey Gosnell
Assistant Director

Group Leader Acknowledgment of Letter & Resolution Option

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

Group Leader (Primary)

Signature [redacted]

Date: _____

Group Leader (Secondary)

Signature: _____

Date: _____

Group Advisor

Signature: _____

Date: _____

CC: Ryan Lugabihl at rlugabihl@pikapp.org
Jonathon Lewellyn at jlewellyn@pikapp.org
Derek Knotek at derekknotek[redacted]
Director of Sorority and Fraternity Life - Kim Monteaux De Freitas, EdD
Assistant Director of Sorority and Fraternity Life - Kyle Fowler, 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

July 23, 2026

[redacted] Pi Kappa Phi
Sent electronically to [redacted]

PERSONAL AND CONFIDENTIAL

Regarding Case Number: 2025737303

To [redacted] and the members of the Alpha Nu chapter of Pi Kappa Phi:

We are writing to provide the Alpha Nu chapter of Pi Kappa Phi with our 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 (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.

3335-23-04 (B1) Endangering Health or Safety - Endangering Behavior. Taking or threatening action that endangers the safety, physical or mental health, or life of any person, or creates a reasonable fear of such action.

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

Specifically, during the Spring 2026 semester, the Alpha Nu chapter of Pi Kappa Phi engaged in conduct that includes, but is not limited to:

- Providing alcohol, including beer and liquor, to new members at a Big/Little Reveal event in which two new members required medical attention.
- Providing alcohol to new members at new member meetings and other social events throughout the new member period during Spring 2026 semester.
- Requiring new members to complete tasks for active members, engage in group exercises like wall sits, planks, squats, and burpees, clean the chapter house, spend available time at chapter house for “house hours” and write the organizational creed an assigned number of times as a punishment.

Outcome

Organization Outcome – Revocation

We are revoking the registered student organization status of the Alpha Nu chapter of Pi Kappa Phi for 10 years, effective July 23, 2026 or upon the date of an appeal decision (if there is an appeal submitted and the revocation is upheld) through July 23, 2036. If you choose to reestablish a chapter of Pi Kappa Phi at Ohio State, the inter/national organization must begin communication at least one year prior to reestablishing.

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
- New 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

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.

Pi Kappa Phi 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 Pi Kappa Phi 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 Pi Kappa Phi will prevent any consideration of a return to the community as a registered student organization until operations cease.

Sanction Consideration

While we acknowledge the support and helpfulness of Pi Kappa Phi's HQ staff's early assistance with the Student Conduct investigation, ultimately, Student Conduct considered several factors in determining appropriate sanctions. The length of the revocation period reflects the seriousness of the chapter’s misconduct, specifically the absence of meaningful harm mitigation/risk management practices at a brotherhood event where alcohol was made available to members of all ages and excessive consumption was encouraged or overlooked/ignored. This resulted in the need for emergency medical care for two students.

Another factor in our consideration was evidence that the chapter intentionally attempted to conceal the truth, including encouraging new members to provide false or misleading information during student conduct meetings.

Return to Campus Petition

Before engaging in the reestablishment process, Pi Kappa Phi must submit a Return to Campus Petition (“Petition”) to the Senior Vice President of Student Life, or their designee. The intention of this petition is to demonstrate that the organization is ready to make the necessary adjustments required to reenter the campus community and is prepared to adhere to institutional standards moving forward.

The Petition should address the issues that led to the revocation, outline specific measures to promote organizational accountability, and describe how the organization will ensure compliance with university policies and expectations moving forward. We encourage your organization to consider the following items as part of your petition:

- Documentation of recruitment strategies and new member criteria
- New member education plan
- Hazing prevention strategies
- Alcohol and risk management strategies
- Evidence of efforts by Pi Kappa Phi to remedy or eliminate underground activity by any group purporting to represent Pi Kapp Phi during the revocation period
- Identification of at least one local advisor
- Establishment of a chapter advisory board and/or live-in staff members
- Plans to engage, encourage or require upperclassmen in chapter leadership

roles
- Other measures designed to reduce the prevalence of alcohol and hazing behaviors

The organization's petition will be considered if it demonstrates a substantial and good-faith effort to develop a thoughtful and comprehensive plan for the chapter's return to campus.

This petition is due one year prior to the first day of the academic semester in which re-establishment efforts would commence. After receiving approval from the Vice President of Student Life (or designee), the organization must work with the Interfraternity Council leadership to establish an agreed upon return timeline which includes a signed IFC Expansion and Return Agreement.

Summary of dates

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

- Revocation Effective – July 23, 2026
- Revocation End Date – July 23, 2036
- First date to establish communication about potential reestablishment – July 23, 2035
- Return to Campus Petition – one year prior to the first day of the academic semester in which re-establishment efforts would commence

Chapter Communication Plan

To ensure the entire chapter is aware of the chapter's status, [redacted], advisor or a member of Pi Kappa Phi HQ is required to email this outcome letter to all new and active members. You must copy welsh.418@osu.edu on this communication so that I can verify completion.

Please be aware that the university will be sharing this outcome on its Campus Hazing Transparency Report. Additionally, the university may inform other university staff, partners and student emergency contacts/family members as necessary.

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

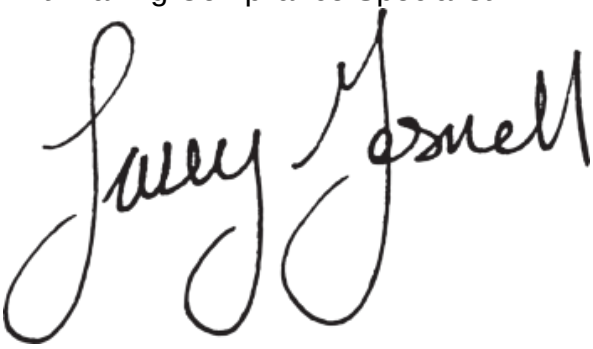
Because you accepted responsibility, you may only appeal on the basis that the disciplinary sanction imposed is grossly disproportionate to the violation committed. To do so, you must submit your appeal through the online form no later than 4 p.m. (ET) on July 30, 2026. You can learn more about the appeal 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 between 8 a.m. and 5 p.m. Monday through Friday.

Sincerely,



Brett Welsh
Anti-Hazing Compliance Specialist



Lacey Gosnell (she/her)
Assistant Director

CC: Director of Sorority and Fraternity Life - Kim Monteaux De Freitas, EdD
Derek Knotek, Chapter Advisor

Ryan Lugabihl, Pi Kapp HQ Staff
Jonathan Lewellyn, Pi Kapp HQ Staff
Assistant Director of Sorority and Fraternity Life - Kyle Fowler, 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).

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.

Case No: 2025737303

Organization Name: Pi Kappa Phi

Incident Date: March 26, 2026

- Appeal
- Appeal decision

The Ohio State University
Student Conduct Appeal

Submitted on July 30, 2026 at 2:59:28 pm EDT

Resolution Type	**Administrative Decision**
Contract Termination?	**No**
Resolution Date	**2026-07-23**
Time of incident	
Hearing Officer	**Brett Welsh**

Reported by
Your full name
Your position/title
Your email address
Your phone number
Your physical address

[UNAUTHENTICATED]

Student Information

[redacted] [redacted] [redacted]

Student Organization Representative

Appeal

1.) Procedural Error that resulted in material harm or prejudice to the student (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.
I am NOT appealing on the ground of procedural error(s).

2.) If you are appealing on the ground of procedural error, please identify the error(s) and explain how the error(s) prevented a fair, impartial or proper hearing. If you are not appealing on this ground, enter "N/A."
NA

3.) 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
I am NOT appealing on the ground of substantial new evidence.

4.) Please describe the substantial new evidence and explain how it would have affected the outcome. If you are not appealing on this ground, enter "N/A."
NA

5.) Please explain why this evidence was not available before or at your hearing. If you are not appealing on this ground, enter "N/A."
NA

6.) Disciplinary Sanction imposed is grossly disproportionate to the violation(s) committed, considering the relevant aggravating and/or mitigating factors.
I am appealing on the ground of grossly disproportionate sanctions.

7.) Refer to your outcome letter, which lists the sanctions given in your case. List the sanction (or sanctions) you believe are grossly disproportionate. If you are NOT appealing on this ground, enter "N/A."
Organization Outcome - Revocation
We are revoking the registered student organization status of the Alpha Nu chapter of Pi Kappa Phi for 10 years, effective July 23, 2026 or upon the date of an appeal decision (if there is an appeal submitted and the revocation is upheld) through July 23, 2036.

8.) Explain why this sanction is grossly disproportionate.

The suspension period is too long., Dismissal is too harsh.

9.) Provide additional information regarding your selection to the previous question.
See attached appeal letter

10.) Provide an alternative sanction (or sanctions) that would be proportionate (i.e., shorter probation/suspension periods; different effective start or end dates for a suspension period). A response to this question is REQUIRED to submit an appeal on the ground of “disproportionate sanction.” The decision on whether to grant an appeal and alter a sanction, however, remains with the Senior Vice President of Student Life (or designee). If you are not submitting an appeal on this ground, enter “N/A.”
Organization Outcome - Revocation for 3 years through July 23, 2029.

11.) Is there additional information you wish to share?
See attached appeal letter

12.) If you are submitting other material with this appeal, please describe that material below.
Attached is an appeal letter with rationale.

Attachments
pikappaphialphanuappeal.pdf

Pending IR #00108322. Submitted from 65.140.184.95.
Processed by routing rule #1968. Routed to Brett Welsh, Anti-Hazing Compliance Specialist.
Copies to: studentconduct@osu.edu,smith.4941@osu.edu

To the Appeal Officer:

On behalf of the Alpha Nu Chapter of Pi Kappa Phi Fraternity, we respectfully submit this appeal regarding the Administrative Decision issued on July 23, 2026.

Pi Kappa Phi shares The Ohio State University's unwavering commitment to eliminating hazing, preventing alcohol misuse, and fostering a safe and positive fraternity experience. The conduct giving rise to this matter was inconsistent with both the University's expectations and our Fraternity's values. The chapter accepted responsibility for the violations identified during the University's investigation, and we do not seek to minimize either the seriousness of the conduct or its impact on the Ohio State community.

This appeal is respectfully limited to the sole ground available following an Administrative Decision—that the disciplinary sanction imposed is grossly disproportionate to the violations committed. Specifically, while Pi Kappa Phi does not dispute that revocation of the chapter's recognition is an appropriate outcome, we respectfully request that the duration of the revocation be modified from ten years to three years.

This appeal is not an attempt to revisit the facts of the case or the University's findings of responsibility. Rather, it presents a much narrower question:

Is a ten-year revocation necessary to accomplish the University's objectives of accountability, behavioral reform, and student safety, or does a significantly shorter revocation accomplish those same objectives just as effectively?

We respectfully believe the latter is true.

The University's decision appropriately identifies the seriousness of the chapter's misconduct, including alcohol-related medical emergencies and efforts by members to conceal information during the investigation, as factors supporting revocation. Pi Kappa Phi accepts those considerations and does not dispute that revocation was warranted.

Our appeal concerns only the duration of that revocation.

In review of the Organization Interim Suspensions and Revocations (https://studentconduct.osu.edu/organizations/organization-interim-suspension-and-revocation) listed on the university’s website, organizations with similar charges have received 4 years of revocation of recognition. No organization listed has a revocation time of more than 5 years- all being less than half the length than what Pi Kappa Phi received. This shows disciplinary sanctions imposed that are grossly disproportionate to the violations committed.

In 2025, senior leaders from the Association for Student Conduct Administration (ASCA), the Association of Fraternity/Sorority Advisors (AFA), the North American Interfraternity Conference (NIC), university vice chancellors, student affairs administrators, campus conduct professionals, and fraternity executives jointly developed the publication *Guidelines and Guardrails for Interfraternity Council Chapter Relationships*. The purpose of this collaborative effort was to establish nationally recognized leading practices for organizational conduct, accountability, and campus-fraternity partnerships.

The recommendations are particularly instructive regarding chapter suspensions and revocations.

The document emphasizes that behavioral reform should be the primary priority when determining organizational sanctions and that accountability measures should be designed to address the underlying causes of misconduct rather than simply extend punishment. It further concludes that:

- Short suspensions of fewer than two years are generally insufficient to accomplish meaningful reform;
- Suspensions of four to six years are considered leading practice because they provide adequate time for organizational restructuring, cultural change, and student turnover; and
- Suspensions longer than six years "no longer serve the intended purpose of reform," are "retributive in nature,"and "are not recommended."

While these recommendations are advisory rather than mandatory, they represent the collective judgment of many of the same higher education professionals responsible for administering organizational conduct systems across the country. They reflect a shared understanding that meaningful reform—not the passage of excessive time—is the objective of organizational accountability.

Respectfully, a ten-year revocation substantially exceeds these nationally recognized recommendations.

The purpose of a lengthy organizational revocation is to ensure that the culture responsible for misconduct no longer exists and that future members are positioned to succeed under a substantially different organizational structure. That objective will be fully achieved within three years.

The conduct underlying this case occurred during the Spring 2026 term. By the Fall 2029 semester, every initiated member affiliated with the chapter during that academic year will have graduated from The Ohio State University.

Accordingly, any future chapter would necessarily consist entirely of students who had no involvement in, knowledge of, or responsibility for the conduct that resulted in this revocation.

In other words, the organizational culture responsible for these violations will no longer exist.

At that point, extending the revocation for an additional seven years does not further separate the future chapter from the prior misconduct because that separation will already have occurred through the complete turnover of the membership.

Rather, the additional years delay the opportunity for an entirely new generation of students—students with no connection whatsoever to these events—to demonstrate that Pi Kappa Phi can operate successfully under enhanced oversight and accountability.

Pi Kappa Phi is committed to ensuring that any future return to Ohio State occurs under significantly enhanced organizational support and accountability.

Upon reestablishment, the Fraternity anticipates implementing the same comprehensive support structure routinely utilized following chapter recolonization, including:

- recruitment and training of a robust Chapter Advisory Board;
- regular engagement by headquarters professional staff;
- mandatory education regarding organizational expectations and chapter operations;
- required prevention education related to hazing, alcohol misuse, and student safety; and
- structured oversight of new member education and chapter operations.

These measures are designed to address the underlying causes of misconduct and establish sustainable organizational success. They are consistent with the University's stated expectations for any future Return to Campus Petition and reflect Pi Kappa Phi's commitment to long-term accountability.

The University concluded that revocation was warranted because of the seriousness of the violations. Pi Kappa Phi accepts that determination. However, the decision does not explain why ten years, rather than a significantly shorter period, is necessary to accomplish the University's stated objectives.

By the end of a three-year revocation:

- every initiated member associated with the chapter during the relevant academic year will have graduated;
- the organizational culture responsible for the misconduct will no longer exist;
- the Fraternity will remain subject to the University's rigorous Return to Campus Petition requirements;
- Pi Kappa Phi will be prepared to provide substantial advisor involvement, headquarters oversight, and mandatory prevention programming before any future chapter is established.

Under these circumstances, extending the revocation until 2036 no longer advances organizational reform or student safety in a meaningful way. Instead, it postpones the opportunity for students who were never connected to this misconduct to participate in a chapter operating under entirely different leadership, expectations, and oversight.

The allegation of encouraging new members to provide false or misleading information during student conduct meetings has been charged to individuals responsible for that behavior and should not penalize the organization.

We were surprised that the university publicly announced their decision before the chance to appeal had expired or the appeal process has run its course. It was picked up by local and national media. Considering her high-ranking position at the university and the strong public statement, we are concerned the appellate process has been gravely compromised.

As noted, the facts of our case and past sanctions for other groups with similar violations, as well as local and national community standards do not support the length of the sanction.

Because of the public statement we believe the university will be highly motivated to avoid having to walk back its premature announcement before full due process has been provided. Furthermore, we believe the appellate officer is compromised because of the strong opinion of high-ranking officials above them and its chilling effect on appropriately reducing the sanctions which their duty requires.

For these reasons, we respectfully believe that the duration of the sanction is greater than necessary to accomplish the University's legitimate objectives and is therefore grossly disproportionate within the meaning of the University's appeal standard.

Pi Kappa Phi remains committed to partnering with The Ohio State University to provide a fraternity experience grounded in accountability, leadership, and student safety. We fully accept responsibility for the conduct that led to this matter, and we support the University's decision that revocation was an appropriate response. Our appeal is limited solely to the duration of that revocation. For the reasons outlined above, we respectfully request that the Appeal Officer modify the sanction by reducing the period of revocation from ten years to three years.

Doing so would preserve meaningful accountability, maintain every safeguard contained within the University's Return to Campus process, recognize the complete turnover of the chapter's membership, and better align the sanction with nationally recognized principles of organizational reform and student development.

Thank you for your thoughtful consideration of this appeal and for your continued partnership with Pi Kappa Phi.

[redacted]
Pi Kappa Phi, Alpha Nu Chapter

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

August 11, 2026

[redacted] Pi Kappa Phi
Sent electronically to [redacted]

PERSONAL AND CONFIDENTIAL

Regarding Case Number: 2025737303

Dear [redacted],

I have received your appeal of the sanctions that resulted from your disciplinary case. The Code of Student Conduct ("Code") requires that an appeal state the basis on which you are appealing the outcome. Your appeal is based on your claim that the sanction imposed is grossly disproportionate to the violation committed. Pursuant to the Code, an appeal is not intended to re-hear or re-argue the same case and is limited to the specific grounds outlined in the Code. A decision by a hearing body will not be altered unless it is determined that the appeal standards provided by the Code have been met.

I have given your appeal careful consideration. Based on my independent review of the record and supporting documents, I do not find that the sanction imposed is grossly disproportionate to the violations committed. I have, therefore, decided to support the decision that resulted from this process.

If you have questions regarding your case, please contact the Student Conduct office at (614) 292-0748.

Sincerely,

Matt Couch, PhD
Associate Dean of Students

CC: Director of Sorority and Fraternity Life - Kim Monteaux De Freitas, EdD
Assistant Director of Sorority and Fraternity Life - Kyle Fowler, EdD
Derek Knotek, Chapter Advisor
Ryan Lugabihl, Pi Kappa Phi HQ Staff
Jonathan Lewellyn, Pi Kappa Phi HQ Staff

Anti-Hazing Compliance Specialist - Brett Welsh
Assistant Director of Student Conduct - Lacey Gosnell