

Case No: 2023373201

Organization Name: Alpha Tau Omega

Incident Date: November 10, 2023

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

The Ohio State University Hazing Incident Report

Submitted on November 13, 2023 at 9:04:57 pm EST

Nature	Hazing
Urgency	Normal
Incident Date and Time	2023-11-10
Incident Location	Off Campus Alpha Tau Omega house

Reported by

Name:	Kelly Smith
Title:	
Email:	smith.4941@osu.edu
Phone:	6142920748
Address:	[Authenticated as Kelly Smith]

Involved Organizations/Individuals

Alpha Tau Omega ()

Alleged

Questions

Please provide a description of the incident(s). Try to include as much detail as possible, including the name(s) of those present and/or involved, date(s) and time(s), location(s), etc.

An unnamed individual submitted a report using EthicsPoint that alleged conduct that could be hazing by Alpha Tau Omega. The reporter described hearing a report secondhand from a friend of her roommate's. The friend's ex-boyfriend told his ex and the roommate that the chapter required new members to carry a nicotine vape and that he has "to do cocaine." The roommate also told the reporter that the friend's ex-boyfriend was forced to drink a 2 liter of root beer before a party on Friday.

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

Unknown

What is your desired outcome in making this report?

.

If you are submitting this report anonymously, please consider also using the university's anonymous reporting line described above. If you are only submitting this form, understanding our ability to fully investigate is limited, what do you hope will result from your report?

If you have provided your name and contact, you may enter "n/a" if you prefer.

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Have you reported this information to any of the following:

Ohio State University Police, Columbus Police, other university employee or office

You may use this space to offer any other information you wish to share at this time.

Student Conduct strives to uphold the privacy wishes of those who submit reports. It is important to note that, in order to comply with federal, state and local laws, as well as Ohio State policies, Student Conduct may be required to share information from this report with other university employees, law enforcement, or any Ohio State students charged with violating the Code of Student Conduct. To better understand when and how Student Conduct shares information, please call 614-292-0748 and ask to speak with a staff member.

I understand Student Conduct may be required to share information found in this report with other employees, law enforcement or students charged with violating the Code of Student Conduct based on an

investigation initiated by this report.

I have provided my name, phone number and email address so that I can verify elements of this report or respond to additional questions.

I have provided my name and contact information.

Attachments

ethicspointincidentmanagementcase32220231113.pdf

Pending IR #00077054

Submitted from 173.88.82.210. Processed by routing rule #68. Routed to Becca Hamilton (she/her), Anti-Hazing Compliance Specialist.

Copies to: smith.4941@osu.edu,bell.1776@osu.edu,records@osu.edu

**The Ohio State University
Hazing Incident Report**

Submitted on November 13, 2023 at 9:04:57 pm EST. Last modified November 13, 2023 at 9:11:08 pm EST.

Nature	Hazing
Urgency	Normal
Incident Date and Time	2023-11-10
Incident Location	Off Campus Alpha Tau Omega house

Reported by

Name:	Kelly Smith
Title:	
Email:	smith.4941@osu.edu
Phone	6142920748
Address:	

Involved Organizations/Individuals

Alpha Tau Omega (Org00057)
Alleged

Questions

Please provide a description of the incident(s). Try to include as much detail as possible, including the name(s) of those present and/or involved, date(s) and time(s), location(s), etc.

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Submitted from 173.88.82.210 and routed to Becca Hamilton (she/her) (Anti-Hazing Compliance Specialist)

Modified by Kelly B. Smith (she/her) on November 13, 2023 at 9:11:08 pm EST from 173.88.82.210

Copies originally to: smith.4941@osu.edu,bell.1776@osu.edu,records@osu.edu

Case: 322 - Hotline Web
Student Conduct
General Student Issues

Case Snapshot

Opened: 11/13/2023
Days open: Less than 24 hours
Last modified: 11/13/2023 8:32 PM
Intake method: Hotline Web
Status: Open
Alert: Green

General Case Info

Case number:
322
Received/Reported date:
11/13/2023
Language:
English
Assigned tier:
Student Conduct

Issue
Primary issue:
General Student Issues

Case Details

Reported tier information

Case type:
Allegation
Intake method:
Hotline Web

Location

Organization/Building name:
OSU - Student Conduct
Location/Address:
Alpha Tau Omega house - 1962 Iuka
City:
Columbus
State/province:
OH

Reporter Information

Is the reporter an employee?
No
Reporter anonymous:
Yes



Case Information

Relationship to Institution:

Student

Please identify the person(s) engaged in this behavior:

Elijah *Unknown* - First year pledge to ATO

Do you suspect or know that a supervisor or management is involved?

Yes

If yes, then who?

I have no idea, but because it was at the frat house, I'd assume that a president or person in a leadership position was present and definitely knows about the hazing in general.

Is management aware of this problem?

Do Not Know / Do Not Wish To Disclose

What is the general nature of this matter?

Hazing - drugs

Where did this incident or violation occur?

Alpha Tau Omega house - 1962 Iuka

Please provide the specific or approximate time this incident occurred:

Friday November 10, 2023 between 5pm and 3am on Saturday November 11, 2023.

How long do you think this problem has been going on?

More than a year

How did you become aware of this violation?

I heard it

Please identify any persons who have attempted to conceal this problem and the steps they took to conceal it:

I do not know names or titles, but there were a lot of ATO brothers in the house. They must know to some extent, especially the leaders/presidents/etc.

Details:

I was not a witness. I am afraid to list my roommate as a person involved because I do not want to cause issues in my room or in the relationship in general. It is also not my story and she told me not knowing that I would report it. I do not want anyone to know that the following was reported by someone. Someone would know it was me because of the details I know. The people involved in this story are my roommate (name her A), her friend who goes to Kent State (name her B), and Elijah. I do not know any information about him other than that he is a first year pledge to ATO. There are a lot of questionable things that I have heard about ATO related to hazing, but none really caught my attention until I heard about Friday. A had B staying with us from out of town and B's ex/boyfriend is Elijah. B and Elijah broke up at one point because B was uncomfortable with the things Elijah said he had to do as a pledge. I can't remember any of the details on that. On Friday, A and B went to ATO to see Elijah. He showed them around the house and eventually took them to the basement where some of the brothers were hanging out. There was cocaine on a table. Elijah told A and B that the brothers force him to carry a nicotine vape and that he has to do cocaine to be accepted. I don't know if this means it has happened already or if it is a planned event or if cocaine has become a regular thing like the vape. However, he and other pledges were indeed carrying vapes. Elijah stated that he has never vaped and had no intention to, but does it solely because the brothers make them. B repeatedly stated that she doesn't recognize who Elijah is anymore and that the frat has changed him and convinced him to do things that are unlike him. According to B, Elijah had never been a drinker, smoker, etc before becoming involved with ATO. A random thing I do remember is that A said Elijah was forced to drink a 2 liter of root beer before he could be a part of the party Friday. I can't imagine what other things happen to pledges in ATO or in other frats and it scares me that I have no idea. Again, I do not want anyone to know there was a report. It will make things worse for the pledges and for anyone who knows anything. I just wanted to do the right thing.

Follow-ups

Reporter Additional Information

There are no additional notes for this incident.

Questions/Comments and Reporter Responses

11/13/2023 - Smith, Kelly

Question: Thank you very much for reporting. I understand your concerns about being identified. A member of the Student Conduct team can meet with you over the phone, via Zoom or in person to explain how we conduct our investigations and the steps we take to protect personally identifiable information. The Code of Student Conduct does require students aware of hazing to report it, so you have done the right thing! Please monitor messages from EthicsPoint. You may be able to provide additional information while

remaining anonymous. If you want to meet with a Student Conduct team member at any time, call 614-292-0748 and request a "witness meeting."

Sincerely,

Kelly Smith, Student Conduct

Assignments & Access

Case assignee(s): Smith, Kelly

Restricted access: None

Case access list: Bell, Kirby; Carson, Katelyn; Glaros, Chris; Grosh, Leigha; Hamilton, Becca; Haque, Nadia; Ingram, David; La Torre, Nicholas; Ninneman, Meghan; Smith, Kelly; Tobias, Jessica; Wiechart, Kendra

Info Contributors

None

Participants

Name	Job Title	Relationship	Role	Results	Notes
Elijah *Unknown*	First year pledge to ATO	None	None	None	

Attachments

None

Synopsis

Outcome of case

Primary outcome:

- Select One -

Secondary outcome 1:

- Select One -

Secondary outcome 2:

- Select One -

Action taken:

- Select One -

Additional details

Tasks

Secondary issue type not assigned to outcome. Assign/Delete issue type to continue

None

Case Notes

None

Related Cases

Cases Marked as Related to This Case

Case 322 has no listed relationships.

November 16, 2023

Alpha Tau Omega

Sent electronically to [REDACTED]

PERSONAL AND CONFIDENTIAL

Regarding Case Number: 2023373201

To [REDACTED] and the members of the Beta Omega chapter of Alpha Tau Omega:

Student Conduct received information about an incident involving your organization that occurred on, or around, **November 10, 2023**. The report details concerns related to hazing during the new member process, specifically, forced consumption, drug use, and nicotine vape use.

- **3335-23-04 (L) Hazing.** Doing, requiring or encouraging any act, whether or not the act is voluntarily agreed upon, in conjunction with 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, use of alcohol, creation of 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.

As a leader of your organization, I want to hear from you about this report. The meeting is scheduled to be in person at **12:30 pm, Tuesday, November 21, 2023**. Should you need to reschedule this meeting, please let me know via email at richard.179@osu.edu.

My office is located at **Lincoln Tower, Suite 550**. You can get into Lincoln Tower during business hours without swiping into the building. Find the elevators on the "Office" side of the building and take an elevator up to the 5th floor. There are signs when you enter the building to help direct you to the correct elevator. Please call 614-292-0748 when you arrive using the phone outside the door as our suite has a secured, screened entry. This is a preliminary meeting, not a hearing as no charges have been issued. This meeting offers your organization the opportunity to share information and ask questions about the Student Conduct process.

At this meeting, I will explain our process for determining whether charges for violations are warranted, and will answer any questions you may have about the conduct process. We will talk about what happened, and you will be able to identify any other individuals who may have information about the allegations. If you have any relevant materials, for

example, your own written statement/internal investigation, text messages, photos, emails, etc., please email them to me at richard.179@osu.edu before our meeting.

Here are a few considerations to note:

- **Registered Co-Leaders:** You may bring a co-leader, such as a vice president or new member educator.
- **Notify Members of the Organization:** You are required to notify all members—including new members—about this investigation of your organization. Please send an email with this letter as an attachment to all members of your organization and copy richard.179@osu.edu on the email notification.
- **Advisor.** Your organization advisor, headquarters, and Sorority and Fraternity Life liaison are copied on this letter and we encourage their participation throughout the Student Conduct process. You are welcome to bring one additional advisor.
- **Anti-Hazing Policy.** I have attached the Ohio State Anti-Hazing Policy to this letter.
- **Student Rights and Responsibilities.** Information about the [Code of Student Conduct and our process](#) is available online. Additionally, I have attached a Statement of Student Rights and Responsibilities (PDF) to this letter.

Relevant Materials

Deadline: These relevant materials must be emailed to richard.179@osu.edu **no later than Tuesday, November 21, 2023.**

As part of the investigation, I am requesting a list of the names and contact information for:

- all current members
- all new members
- any new 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: name.#
- Cell phone number
- School rank (if known)
- local address
- member status (new, initiated, disaffiliated, etc.)
- semester initiated into chapter

- officer/leadership position (if applicable)

Finally, prior to our meeting, if you or other members of your organization have relevant materials, for example, written statements, text messages, photos, emails, etc., that you or they would like to share with us related to the allegation, please email them to richard.179@osu.edu before our meeting.

As a leader of the organization, you are required to notify the entire membership of this matter. Please send one email with this letter as an attachment to all members of your organization and copy me (richard.179@osu.edu) on the email.

Should any individuals wish to provide information to me regarding this investigation they are encouraged to email me at richard.179@osu.edu.

All members of the organization are advised that should they violate the directives listed in this letter they will be charged as an individual student with the following policy:

- **3335-23-04(G) Failure to Comply with University or Civil Authority** – Failure to comply with legitimate directives of authorized university officials, law enforcement or emergency personnel, identified as such, in the performance of their duties, including failure to identify oneself when so requested; or violation of the terms of a disciplinary sanction.

You may bring one advisor and a registered co-leader (if applicable) to your preliminary conference. Your advisor can be any person who is not involved as a witness or other participant in the case. Student Life's Advocacy Center (<http://advocacy.osu.edu>) is unable to serve as an advisor, but upon request, they are able to provide information and assistance about the conduct process.

You will find the Code of Student Conduct and information about our process at <http://studentconduct.osu.edu>. Additionally, I have attached a Statement of Student Rights and Responsibilities to this letter.

Students are responsible for requesting accommodations when they feel they are needed. Should you need an accommodation based on the impact of a disability during the Student Conduct process, please contact the university's ADA Coordinator's office at 614-292-6207 (voice), 614-688-8605 (TTY), ada-osu@osu.edu, or visit <https://ada.osu.edu/>. One week's notice will allow for seamless access. Should you need additional time in order to seek any appropriate accommodation, please contact me immediately.

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.

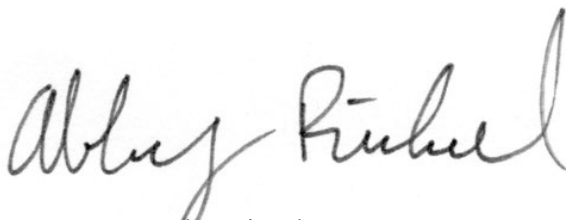
[Student Legal Services](#) 614-247-5853

- Student Legal Services at The Ohio State University (SLS) is a non-profit law office that contracts with Ohio State to provide legal services to eligible Ohio State students.
- If you were cited by law enforcement, SLS can represent you in Franklin County Municipal Court.
- If you were cited outside of Franklin County, SLS will provide advice and referral. SLS cannot represent you in the Student Conduct process. Please call the office for more information about SLS services and eligibility, or to schedule an appointment. SLS services are confidential.

While this meeting is preliminary, it is not optional. If you do not attend this meeting, I may move forward with the Student Conduct process without your organization's participation. This could result in a formal investigation, charges, a hearing and sanctions.

I look forward to meeting with your organization.

Sincerely,

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

Abby Richard (she/her)
Student Conduct Officer

richard.179@osu.edu | 614-292-2888

I am committed to respecting gender diversity; my pronouns can be found in my signature, please feel free to tell me yours.

CC: Assistant Director of Sorority and Fraternity Life - Will Cangialosi
Colin Warner, HQ Staff
Jonathan Dawson, Primary Chapter Advisor



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

Responsible Office

Office of Student Life

POLICY

Issued: 01/09/2023

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

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

Purpose of the Policy

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

Definitions

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



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

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

Policy Details

I. Scope

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

II. Prohibited Conduct

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

III. Duty to Report to Law Enforcement

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



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

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

IV. Duty to Report to the University

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

PROCEDURE

Issued: 01/09/2023

- I. Receipt of Report
- A. The university will review all reports of hazing that it receives.
 - B. The university routinely notifies the appropriate law enforcement agency or agencies when a report of hazing is received. This notification does not replace requirements an individual may have under state law to report hazing.
- II. Interim Measures
- A. To protect the ongoing health and safety of the university community, the university may issue interim measures (e.g., interim suspension or directive) as dictated by university policies and the [Code of Student Conduct](#).
- III. Investigation, and Adjudication
- A. An investigation process related to the reported hazing will be completed by the appropriate university office(s) in accordance with their applicable procedures. Based upon the involved parties and the nature of the allegations, these offices may include, but are not limited to, Student Conduct within the Office of Student Life, the Office of Human Resources, the Office of Institutional Equity, and University Police.
 - B. Alleged violations of this policy will be adjudicated under applicable policies and rules, including the Code of Student Conduct for alleged violations by students.



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

IV. Sanctions/Corrective Action

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

V. Public Reporting

- A. The university will maintain a report of all violations of this policy and will post the report on its publicly accessible [Hazing Prevention website](#), as required by Collin’s Law.

VI. Amnesty

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

VII. Training

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

Responsibilities

Position or Office	Responsibilities
Consultants, alumni, student organization advisors, and volunteers acting in an official or professional capacity	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.

January 3, 2024

Alpha Tau Omega

Sent electronically to [REDACTED]

PERSONAL AND CONFIDENTIAL

Regarding Case Number: 2023373201

Dear [REDACTED],

I am writing to give you an update on your chapter's conduct case. I have concluded my investigation and determined there is reasonable cause to issue charges under the Code of Student Conduct. This does not mean your chapter has been found in violation of the charge(s) 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 January 9, 2024.**

Investigative Summary

A draft summary of this investigation can be accessed electronically. Because this document contains information protected by federal law, those permitted to view this document may not save, print, screenshot, photograph, or otherwise seek to "record" the document. However, taking personal notes about the content of this summary is permitted.

Investigative Summary

Link: https://buckeyemailosu-my.sharepoint.com/:b:/g/person/bell_1776_osu_edu/Ean_aT3H8eYxMnfO0XvJLh6MBc6AnK5YC_Knm6MNTghfFyQ?e=dqf2Eg

Password: 2023373201

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 on, or around, the autumn 2023 semester, your chapter engaged or attempted to engage in conduct that includes, but is not limited to:

Requiring or encouraging new members to have nicotine vape pens at new member meetings

Requiring or encouraging new members to engage in acts of servitude, including, but not limited to setting up for parties, cleaning the chapter house, and getting food for active members

Paddling an active member in front of new members during bid acceptance night

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

- **3335-23-04 (L) Hazing.** Doing, requiring or encouraging any act, whether or not the act is voluntarily agreed upon, in conjunction with 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, use of alcohol, creation of 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.*

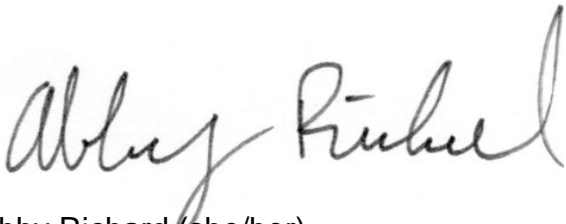
Next Steps

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 richard.179@osu.edu no later than 4:30 p.m. on January 9, 2024.

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,



Abby Richard (she/her)
Student Conduct Officer

Group Leader Acknowledgment of Letter & Resolution Option

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

Group Leader (Primary)

Signature: _____

Date: _____

Group Leader (Secondary)

Signature: _____

Date: _____

Group Advisor

Signature: _____

Date: _____

CC: Assistant Director of Sorority and Fraternity Life - Will Cangialosi
Alpha Tau Omega National Fraternity, Director of Health & Safety - Bryan Murray
Bryan Walther - 2023 ATO President

January 3, 2024

██████████ Alpha Tau Omega

Sent electronically to ██████████

PERSONAL AND CONFIDENTIAL

Regarding Case Number: 2023373201

Dear ██████████,

I am writing to give you an update on your chapter's conduct case. I have concluded my investigation and determined there is reasonable cause to issue charges under the Code of Student Conduct. This does not mean your chapter has been found in violation of the charge(s) 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 January 9, 2024.**

Investigative Summary

A draft summary of this investigation can be accessed electronically. Because this document contains information protected by federal law, those permitted to view this document may not save, print, screenshot, photograph, or otherwise seek to "record" the document. However, taking personal notes about the content of this summary is permitted.

Investigative Summary

Link: https://buckeyemailosu-my.sharepoint.com/:b:/g/person/bell_1776_osu_edu/Ean_aT3H8eYxMnfO0XvJLh6MBc6AnK5YC_Knm6MNTghfFyQ?e=dqf2Eg

Password: 2023373201

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 on, or around, the autumn 2023 semester, your chapter engaged or attempted to engage in conduct that includes, but is not limited to:

Requiring or encouraging new members to have nicotine vape pens at new member meetings

Requiring or encouraging new members to engage in acts of servitude, including, but not limited to setting up for parties, cleaning the chapter house, and getting food for active members

Paddling an active member in front of new members during bid acceptance night

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

- **3335-23-04 (L) Hazing.** Doing, requiring or encouraging any act, whether or not the act is voluntarily agreed upon, in conjunction with 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, use of alcohol, creation of 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):

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

Our 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.*

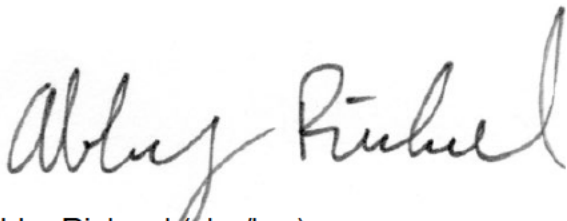
Next Steps

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 richard.179@osu.edu no later than 4:30 p.m. on January 9, 2024.

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,



Abby Richard (she/her)
Student Conduct Officer

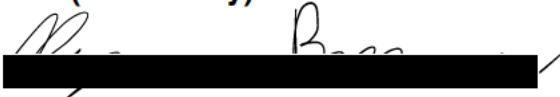
Group Leader Acknowledgment of Letter & Resolution Option

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



Date: 1/12/2024

Group Leader (Secondary)

Signature:  [Redacted Signature]

Date: 1/12/2024

Group Advisor

Signature: _____

Date: _____

CC: Assistant Director of Sorority and Fraternity Life - Will Cangialosi
Alpha Tau Omega National Fraternity, Director of Health & Safety - Bryan Murray
Bryan Walther - 2023 ATO President

From: "Richard, Abby" <richard.179@osu.edu>
Sent: Friday, January 12, 2024 3:13 PM EST
To: "2023373201+osu@efc.maxient.com" <2023373201+osu@efc.maxient.com>
Subject: Fw: Signed and Dated Conduct Case - ATO
Attachment(s): 2023373201SC_GroupChargeProcessLetter-2.pdf 176kb



THE OHIO STATE UNIVERSITY

Abby Richard

Student Conduct Officer

Office of Student Life Student Conduct

Lincoln Tower 550, 1800 Cannon Drive, Columbus, OH 43210

614-292-2888 Office

richard.179@osu.edu / studentconduct@osu.edu

Pronouns: she/her/hers

[Schedule a meeting with me!](#)

Engage. Learn. Thrive.

From: [REDACTED]
Sent: Friday, January 12, 2024 2:58 PM
To: Richard, Abby <richard.179@osu.edu>
Cc: Bryan Murray <bmurray@ato.org>; Cangialosi, Will <cangialosi.4@osu.edu>; blawrence@ato.org <blawrence@ato.org>
Subject: Signed and Dated Conduct Case - ATO

Good afternoon,

Attached is the completed conduct case form, signed and dated. Will Cangialosi told me to leave the chapter advisor area blank and to CC him, Bryan Murray, and Bryan Lawrence on this email.

Thank you for the help in this process.

[REDACTED]

January 30, 2024

Alpha Tau Omega

Sent electronically to

PERSONAL AND CONFIDENTIAL

Regarding Case Number: 2023373201

To and the members of the Beta Omega chapter of Alpha Tau Omega:

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

- **3335-23-04 (L) Hazing.** Doing, requiring or encouraging any act, whether or not the act is voluntarily agreed upon, in conjunction with 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, use of alcohol, creation of 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 Fall 2023 semester, the Beta Omega chapter of Alpha Tau Omega engaged in conduct that includes, but is not limited to:

- Requiring or encouraging new members to have nicotine vape pens at new member meetings
- Requiring or encouraging new members to engage in acts of servitude, including, but not limited to setting up for parties, cleaning the chapter house, and getting food for active members
- Paddling an active member in front of new members during bid acceptance night

Sanction Consideration

I considered the following factors in determining appropriate sanctions:

- The organization's conduct history and any previously assigned sanctions
- The severity of the violations when considered on a continuum

- The cooperation and engagement of the chapter, its members, and Headquarters

Outcome

Organization Outcome - Disciplinary Probation

I am placing your organization on disciplinary probation effective immediately through **May 4, 2025**. Probation is a heightened state of warning that does not otherwise control or direct your organization's functioning. Rather, probation supports the organization's efforts to avoid additional violations, which could result in further disciplinary action including extended probation or revocation of your organization's status as a registered student organization.

BuckeyeLearn Anti-Hazing Training

All members (100%) must complete the online BuckeyeLearn training titled Collin's Law Anti-Hazing. The training must be completed no later than **March 8, 2024**. The training is available using the following links:

- <https://go.osu.edu/stophazing>
- <https://go.osu.edu/stophazingaccessible> (accessible version of the training)

The chapter president must delegate the responsibility for tracking and documenting the completion of the training to another officer/executive board member. That officer/member will email instructions that include an internal deadline to complete training that provides sufficient time for members to send the delegated officer/member a copy of their completion certificate PDF. The delegated officer/member will compile the PDFs in alphabetical order and combine them into one document with a roster confirming 100% completion. The delegated member/officer will email that document to Abby Richard at richard.179@osu.edu before 4:30 p.m. on **March 8, 2024**.

Educational Presentation

Your chapter will hold presentations that relate to the incident reported to Student Conduct. The topic areas include:

- Anti-Hazing (awareness, policies, laws)
- Risk Management Policies
- Harm Reduction

You will work with Student Conduct, Sorority and Fraternity Life, the Student Wellness Center, Student Legal Services, chapter advisor(s), and/or an international/regional representative(s) to organize and plan for your presentations. The chapter is responsible for scheduling the presentation based on the presenter's availability, meeting logistics, and chapter attendance. The presenters must be someone affiliated

with one of these offices/groups or approved by Student Conduct. Your chapter must have 80% of its membership present for each presentation. You must inform Abby Richard at richard.179@osu.edu of the proposed date and time of each presentation no later than one week in advance.

You must have one presentation each semester for the next year (Spring 2024, Fall 2024, Spring 2025). After each presentation, you will create a summary about the presentation and the dialogue your members had around the topic area. A chapter advisor must be present at each presentation and sign off to approve your summary. Please attach a sign-in sheet to the summary to document that a minimum of 80% of your chapter members were present. You must email Abby Richard at richard.179@osu.edu the summary and sign-in sheet after each presentation.

Additionally, the following sanctions/stipulations apply:

Identify Advisor

You must identify a chapter advisor by **March 8, 2024**. Once you have identified an advisor, please email the advisor's contact information to Abby Richard at richard.179@osu.edu. Student Conduct will schedule a meeting with the advisor to review the organization's conduct history and discuss how the advisor will help your chapter succeed. You must adhere to all ATO, Sorority and Fraternity Life, and Student Activities policies when selecting your advisor. If you need additional time to select your advisor, you must email Abby by March 8, 2024, to explain your need for an extension.

Internal Risk Assessment and State of the Chapter Summary

Your chapter will review its recruitment and new member process in consultation with your local advisor, headquarters staff member(s), and/or Sorority and Fraternity Life advisor(s).

Questions to consider during the review process:

- What recruitment and/or new member events do you currently have? What is the purpose of each event? Are there any risks associated with each event?
- Are there any recruitment or new member events that your chapter wants to change? How will you plan to change these events? How do these replacement events reduce risk to active and new members?
- How will your chapter educate both new members and active members on the expectations during the new member process?
- How would your chapter report any concerning behavior that could happen during the new member process?

After reviewing and reflecting on your recruitment and new member process, please work collectively to draft a "State of the Chapter" update. Student Conduct

recommends the update include any further initiatives and measures that the chapter intends to undertake in their pursuit of aligning their values with those of ATO and the university. Student Conduct is available to help review the update and provide guidance and support. Please submit your "State of the Chapter" update to Abby Richard at richard.179@osu.edu no later than **March 29, 2024**.

Community Service

Your chapter is required to organize a community service opportunity for all active members to participate in. **You must submit your detailed plan for the event to Abby Richard at richard.179@osu.edu by May 5, 2024. The event must be completed by May 5, 2025.**

The Office of Student Life Sorority and Fraternity Life sets forth minimum expectations of each chapter, including requesting each SFL community member to report service hours and each chapter to complete at least 5 hours of community service/member each semester. This sanctioned community service will be in addition to all community service submitted to the Office of Student Life Sorority and Fraternity Life on behalf of the organization and organization members.

Any money received on behalf of the organization for community service under this sanction, if applicable, shall be donated to a program that supports anti-hazing prevention and efforts. Such donation(s) shall not count towards "philanthropy dollars" set forth by the Office of Student Life and Sorority and Fraternity Life.

Summary of dates

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

March 8, 2024: BuckeyeLearn Anti-Hazing Training due; Identify chapter advisor and submit contact information

March 29, 2024: Internal Risk Assessment and State of the Organization due

May 5, 2024: Detailed plan for community service opportunity due

May 5, 2025: Community service opportunity completed; three educational presentations completed; probation period ends

Chapter Communication Plan

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

Additional Meetings with Student Conduct

The organization is required to respond to any meeting requests from Student Conduct during the probation period. At this time, Student Conduct requests that you schedule a meeting when you identify your new chapter advisor in order to review the outcome letter. To schedule this meeting, you can email Abby Richard at richard.179@osu.edu.

Requests for Extensions and Modifications

Any request for an extension or modification of any outcome must come from the chapter president to richard.179@osu.edu. The request must contain a detailed explanation of the reason for the request and a new proposed deadline. I will review requests and communicate deadlines and/or next steps through email.

Staffing Change

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

Appeal

Because you accepted responsibility, you may only appeal on the basis that the disciplinary sanction imposed is grossly disproportionate to the violation committed. To do so, you must submit your [appeal through the online form](#) no later than 4 p.m. (ET) on February 6, 2024. 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 richard.179@osu.edu between 8 a.m. and 5 p.m. Monday through Friday.

Sincerely,

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

Abby Richard (she/her)
Student Conduct Officer

CC: Assistant Director of Sorority and Fraternity Life - Will Cangialosi
Alpha Tau Omega National Fraternity, Director of Health & Safety - Bryan Murray

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

GROUNDINGS FOR APPEAL

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

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

PROCEDURAL ERROR

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

SUBSTANTIAL NEW EVIDENCE

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

GROSSLY DISPROPORTIONATE SANCTIONS

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

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

HOW TO APPEAL

COMPLETE FORM

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

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

REVIEW OF APPEAL

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

FINAL DECISION

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

UPHOLD

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

REMAND OR REFER

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

MODIFY OR REDUCE

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

DISMISS AND VACATE

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

