

Case No: [REDACTED]

Organization Name: Delta Kappa Epsilon

Charge Date: January 19, 2023

Hearing Date: March 7, 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 October 1, 2022 at 5:06:11 pm EDT

Nature **Hazing**  
Urgency **Normal**  
Incident Date and Time **2022-10-01 4:15 PM**  
Incident Location [REDACTED]

Reported by

Name: **N/a**  
Title:  
Email: [REDACTED]  
Phone **N/a**  
Address: **[UNAUTHENTICATED]**

Involved Organizations/Individuals

**DKE ()**

Witness [REDACTED]

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.

**I witnessed and have videos of pledges being screamed at, they were screaming about "this is pledgeship," making black jokes, screaming that certain people were "f\*ggots" and to "s\*ck my d\*ck" etc. They were forcing them to clean up the backyard full of trash and berating them the whole time. They were also screaming about how they hate other chapters, calling their presidents (I assume) "f\*ggots."**

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

**Yes**

What is your desired outcome in making this report?

**To make sure the pledges are safe - they must be terrified of this person. Everyone in the whole neighborhood could hear it happening, and no one cared, which is scary within itself. Maybe they should have a chapter advisor at their parties and after to avoid this? I'm not sure. I'm scared that they will get punished/retaliated against for my report, but I am scared for them. I have been told they haze unbelievably badly, but once I experienced this today I truly understood how bad.**

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.

**N/a**

Have you reported this information to any of the following:

**I have not reported this or shared information about this with anyone else**

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

**I'm sure if you ask member of surrounding houses and their house parents/advisors they will definitely back this up.**

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 not provided my name and contact information and understand that this limits the university's ability to take further action and I also understand anonymous reports do not fulfill obligations to report found in the Code of Student Conduct or under Ohio Law.**

Attachments

fullsizerender.mov

img2034.mov

*Pending IR #00066749*

*Submitted from 65.60.211.181 and routed to Kelly B. Smith (she/her) (Director). Processed by routing rule #68.*

*Copies to: reeb.47@osu.edu, records@osu.edu*

The Ohio State University  
Hazing Incident Report

Submitted on October 1, 2022 at 5:06:11 pm EDT. Last modified October 3, 2022 at 11:48:56 am EDT.

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Incident Location [REDACTED]

Reported by

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Title:  
Email: [REDACTED]  
Phone **N/a**  
Address:

Involved Organizations/Individuals

**DKE (DeltaKapEp)**

Witness [REDACTED]

Questions

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*Submitted from 65.60.211.181 and routed to Kelly B. Smith (she/her) (Director)*

*Modified by Krystal Reeb (she/her) on October 3, 2022 at 11:48:56 am EDT from 74.113.47.183*

*Copies originally to: reeb.47@osu.edu, records@osu.edu*



- OSU email address
- cell phone number
- LOCAL address status (include all inactive members, “early alumni,” and members that have resigned or been suspended or expelled within the last 12 months)

**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 on the email.**

Should any individuals wish to provide information to me regarding this investigation they are encouraged to email me at [gosnell.53@osu.edu](mailto:gosnell.53@osu.edu).

All members of the organization are advised that should they violate the directives listed in this letter that 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](mailto: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.

If you, or a representative from your organization, fail to contact our office by October 6, 2022 to schedule your preliminary conference meeting, I may continue this investigation without your input. This could result in charges, which may lead to a hearing and

sanctions if found in violation.

To schedule your preliminary conference, please visit [www.go.osu.edu/laceygosnell](http://www.go.osu.edu/laceygosnell).

I look forward to speaking with you.

Sincerely,

A handwritten signature in black ink that reads "Lacey Gosnell". The signature is written in a cursive, flowing style with large loops and a prominent initial "L".

Lacey Gosnell (she/her)  
Assistant Director

CC: Assistant Director of Sorority and Fraternity Life, Eddie Labid  
Dustin Stewart, Delta Kappa Epsilon, Assistant Director of Chapter Services  
Trey Robb, Delta Kappa Epsilon, Director of Member Services  
Morgan McElroy, Delta Kappa Epsilon, Assistant Director of Chapter Services  
Senior Assistant Director of Student Conduct - Kirby Bell





## Student Rights and Responsibilities

The Code of Student Conduct provides the procedures and definitions used to respond to complaints regarding students' behavior. Many of the rights and responsibilities found in the Code of Student Conduct are highlighted below. For a full review of all the rights and responsibilities given to students please refer to the Code of Student Conduct, which can be found at [www.studentconduct.osu.edu](http://www.studentconduct.osu.edu).

- 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-A)**
- Students are afforded the opportunity to meet with a university official following the notification of charges. **(3335-23-08-C)**
  - 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.
- Students may choose to bring an advisor (i.e., support person) for support throughout the disciplinary process. **(3335-23-12-C)**
  - 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.
- Students are offered options for the resolution of charges. **(3335-23-08-D)**
  - Generally, students may choose between an administrative hearing or a hearing before the University Conduct Board to resolve charges other than those related to:
    - Academic Misconduct **(3335-23-04-A)**
    - 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 at <http://policies.osu.edu>. **(3335-23-02-C)**
  - 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. **(3335-23-09)**
  - In these cases, the student waives rights to a hearing and any procedural guarantees that come from taking part in a hearing.



- 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. **(3335-23-10-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-C)**
    - 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. **(3335-23-11-D)**
  - Attendance at hearings, though not mandated is strongly encouraged, and also limited to, respondents and those directly involved or requested by the hearing body.
  - 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. **(3335-23-12-D)**
    - The respondent will have the opportunity to ask questions of all witnesses.
  - 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. **(3335-23-14)**
  - Students will only be found in violation if a preponderance of evidence supports the charges. **(3335-23-12-E)**
- 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. **(3335-23-17)**
  - A disciplinary sanction: a formal reprimand; disciplinary probation; suspension; or dismissal, will be given in addition to (in most cases) educational outcomes.
- Students found to have violated the code of student conduct have the right to appeal the original decision. **(3335-23-18)**
  - 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.

## Case Access Information

Gosnell, Lacey <gosnell.53@osu.edu>

Mon 10/3/2022 4:30 PM

To: [REDACTED]

Regarding Case Number: [REDACTED]

[REDACTED],

I hope this email finds you well.

As [REDACTED] of your organization, I will be sending you communication using our Student Conduct case management system. That system will ask you for your organization's ID.

Your organization's ID is: **DeltaKapEp**

Please let me know if you run into any issues. You can email me at gosnell.53@osu.edu or call our office at 614-292-0748.

**Lacey Gosnell**

Assistant Director

**The Ohio State University**

Office of Student Life Student Conduct

Lincoln Tower 550, 1800 Cannon Drive, Columbus OH 43210

614 292 0748 Office

[gosnell.53@osu.edu](mailto:gosnell.53@osu.edu) / [studentconduct@osu.edu](mailto:studentconduct@osu.edu)

Pronouns: she/her/hers / Honorific: Ms.

[Schedule a meeting with me!](#)

Engage. Learn. Thrive.

January 19, 2023

██████████ and Delta Kappa Epsilon  
Sent electronically to ██████████

**PERSONAL AND CONFIDENTIAL**

Regarding Case Number: ██████████

Dear ██████████ and the members of The Ohio State Associate chapter of Delta Kappa Epsilon,

I am writing to give you an update on your conduct case. I have concluded my investigation and determined there is reasonable cause to issue charges under the Code of Student Conduct. This does not mean you have been found in violation of the charge(s) listed below. Rather, as we move forward in the conduct process, this is your opportunity to choose a resolution option.

The information described within this letter is specific to any alleged behaviors that may be in violation of the Code of Student Conduct and separate from any potential process and/or policy through the Office of Institutional Equity.

**I. Charge(s):**

It is alleged that during the autumn 2022 semester, The Ohio State Associate chapter of Delta Kappa Epsilon engaged or attempted to engage in conduct that includes, but is not limited to:

- The chapter requested and/or encouraged new members to assist with event and/or social set up or cleanup, which includes, but not limited to:
  - Shoveling of cans
  - Setting up or moving items
  - Cleaning with provided materials
- The chapter requested and/or encouraged new members to interview all active members
- The chapter used derogatory and insulting language and/or shouted at new members in a manner that could have been humiliating
- The chapter provided alcohol or made alcohol easily and readily available to new members and others, many of whom were under the age of 21
- The chapter made no effort to curtail the availability of alcohol during the new member process or during new member activities

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.
- 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 facility policy.

### Investigative Summary

An investigative summary is provided with information found throughout the investigation and additional details related to the above charge(s). Click the link below to review the document.



Password: 

Please be advised that the packet contains confidential documents, and thus you may not save, print, screenshot, photograph, or otherwise seek to "record" the document. However, you may take personal notes.

### **II. Acceptance/Non-Acceptance of Responsibility: To resolve these charges, place your initials next to your selection.**

\_\_\_\_\_ On behalf of The Ohio State Associate chapter of Delta Kappa Epsilon I accept responsibility for the violation(s) of the Code of Student Conduct as listed in Section I of this form. **I request an Administrative Decision.**

\_\_\_\_\_ On behalf of The Ohio State Associate chapter of Delta Kappa Epsilon I do not accept responsibility for one or more of the violations of the Code of Student Conduct as listed in Section I of this form. **I request an Administrative Hearing before a University Hearing Officer.**

\_\_\_\_\_ On behalf of The Ohio State Associate chapter of Delta Kappa Epsilon I do not accept responsibility for one or more of the violations of the Code of Student Conduct as listed in Section I of this form. **I request a hearing before the University Conduct**

**Board.** University Conduct Board hearings are held on Wednesdays and Fridays starting at either 9 am or 1 pm.

**III. Possible Sanctions:** If you are found in violation, please understand that the chapter may be subject to a formal reprimand, disciplinary probation, deferred revocation of registration, dismissal, or any other sanction and/or combination of sanctions in the Code of Student Conduct.

I have received notice of the charges. I will return this form by email to gosnell.53@osu.edu by **January 24, 2023, at 4:30 p.m.** I understand that if I do not return the form, it 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 charges.

Signature: \_\_\_\_\_ Date: \_\_\_\_\_

Acknowledgments

Delta Kappa Epsilon Executive Board Member

Signature: \_\_\_\_\_ Date: \_\_\_\_\_

Delta Kappa Epsilon Advisor

Signature: \_\_\_\_\_ Date: \_\_\_\_\_

If your organization has any questions, please email me or call Student Conduct at 614-247-6518 between 8 a.m. and 5 p.m. (ET) Monday through Friday.

Sincerely,



Lacey Gosnell (she/her)  
Assistant Director

CC: Senior Assistant Director of Student Conduct - Kirby Bell

Anti-Hazing Compliance Specialist - Becca Hamilton  
Assistant Director of Sorority and Fraternity Life, Eddie Labid  
Associate Director of Sorority and Fraternity Life - Hunter Hartwig  
Delta Kappa Epsilon, Assistant Director of Chapter Services - Dustin Stewart  
Delta Kappa Epsilon, Director of Member Services - Trey Robb

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Signature: [Redacted] Date: 1/21/2023

Acknowledgments

Delta Kappa Epsilon Executive Board Member

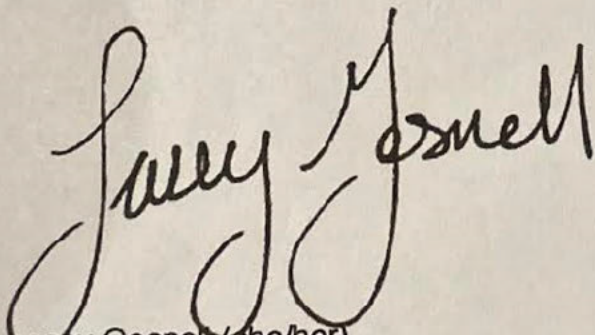
Signature: [Redacted] Date: 1/24/2023

Delta Kappa Epsilon Advisor

Signature: \_\_\_\_\_ Date: \_\_\_\_\_

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Assistant Director

CC: Senior Assistant Director of Student Conduct - Kirby Bell

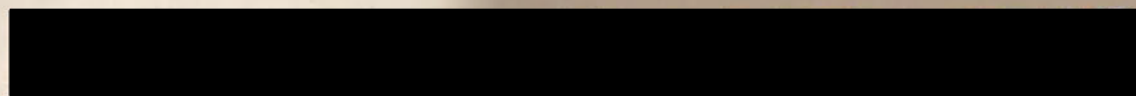


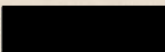
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