

Case No: [REDACTED]

Organization Name: Delta Kappa Epsilon

Charge Date: 2023-5-22

Hearing Date: May 22, 2023

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

Lacey Gosnell (she/her)
Assistant Director

Status	Approved
Report Type	Patrol
Primary Officer	Joshua Colley
Investigator	None
Reported At	01/16/23 23:54
Incident Date	01/16/23 23:54 - 01/17/23 00:13
Incident Code	Criminal Incident
Location	33 W LANE AVE, COLUMBUS, OH 43210 (Raney House (1103))
Zone	Columbus
Beat	North District
Court	None
Ereferral County	None
Disposition	Closed
Disposition Date/Time	01/17/23 03:58
Review for Gang Activity	None
Crime Log Location	Raney House
Crime Log Dispostion	Closed

Offense Information

Offense	Offenses Involving Underage Persons _ underage consume beer intoxicating liquor
Statute	4301.69E1
NIBRS Code	90G - Liquor Law Violations
Counts	1
Offense Details	M1
Include In NIBRS	Yes
Completed	Yes
Details	Offender(s) Used Alcohol
Bias Motivation	No Bias/Not Applicable
Location	College
Entry Forced	No

Offense	Prohibitions
Statute	4507.30
NIBRS Code	
Counts	1
Offense Details	M1
Include In NIBRS	Yes
Completed	Yes
Details	Offender(s) Used Alcohol
Bias Motivation	No Bias/Not Applicable
Location	College
Entry Forced	No
Criminal Activities	Possessing/Concealing

Dispatch Information

CFS # CFS23-01712
Location 33 W LANE AVE, COLUMBUS, OH 43210
Incident Code 24 : Medic
Occurred Between 01/16/23 23:54:57 and
Assigned 23:55:41 Enroute 23:55:55 On Scene 23:59:24 Completed 00:13:41

Offender

[REDACTED] 4507.30 - Prohibitions - M1
[REDACTED] 4301.69E1 - Offenses Involving Underage Persons _
[REDACTED] underage consume beer intoxicating liquor - M1

Suspect

[REDACTED] 4507.30 - Prohibitions - M1
[REDACTED] 4301.69E1 - Offenses Involving Underage Persons _
[REDACTED] underage consume beer intoxicating liquor - M1

Other

[REDACTED] (C) Student: 4507.30 - Prohibitions - M1
[REDACTED] (C) Student: 4301.69E1 - Offenses Involving Underage
[REDACTED] Persons _ underage consume beer intoxicating liquor -
[REDACTED] M1

Primary Narrative By Joshua Colley, 01/17/23 04:23

On 01/16/2023 OSU Police were dispatched to Raney House for an unresponsive male that was possibly not breathing.

Officer Dzubak and Colley arrived and met with OSU student [REDACTED] [REDACTED] showed obvious signs of heavy intoxication. [REDACTED] was unable to stand up and spoke to officers with thick and slurred words. When officers spoke with [REDACTED], he was unable to make sense of anything or explain what he did earlier in the night.

Columbus Fire Department Medic 13 arrived and eventually transported [REDACTED] to OSU main due to his high level of intoxication.

A fictitious New York driver's license was found in [REDACTED]'s wallet when officers were locating his real ID. The fake ID was placed into the OSU property room for destruction.

Closed.

Property / Evidence

Item #	Category	Type	Status	Location	Description
P2023-00150-001	Evidence	Physical	Awaiting Destruction	Vault Table	Article - Fictitious New York ID

Status	Active
Report Type	Patrol
Primary Officer	Tammi Scott
Investigator	None
Reported At	12/27/22 22:57
Incident Date	12/27/22 16:30 - 12/27/22 16:30
Incident Code	Administrative Information
Location	901 WOODY HAYES DR, COLUMBUS, OH 43210 (Blankenship Hall (0360))
Zone	Columbus
Beat	West District
Court	None
Ereferral County	None
Disposition	Investigation Pending
Disposition Date/Time	12/28/22 15:07
Review for Gang Activity	None
Crime Log Location	Blankenship Hall
Crime Log Dispostion	Open - Pending Investigation

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	College
Entry Forced	No

Dispatch Information

CFS #	CFS22-39170
Location	901 WOODY HAYES DR, COLUMBUS, OH 43210
Incident Code	INFO : Information Only
Occurred Between	12/27/22 22:57:00 and
Assigned	22:57:22
Enroute	22:57:22
On Scene	22:57:22
Completed	22:58:48

Primary Narrative By Tammi Scott, 12/27/22 23:05

A female who wants to remain anonymous sent an email to the OSU Police email account with a video attached. The video shows a large number of white males with their shirts off. They are gathered in a circle and appear to be chanting, but what they are saying can not be audibly understood. The email did not have a phone number attached, so I responded to the email requesting a phone number and the opportunity to speak to the sender. The sender did respond and I called her.

The female explained her ex-boyfriend sent her the video. She said he is in the DKE, Delta Kappa Epsilon, fraternity at OSU. She feels the video is unsettling and it does not seem right to her. She would not tell me why she felt this way other than she is in a sorority and this video does not seem appropriate. She does not want to be involved at all and

was not comfortable giving me any other identifying information. The video has been attached to this report. Lt. Howe and I reviewed the short video and we did not see anything criminal. I advised the female to reach out to OSU PD if she has more information to share.

This phone call was captured on my BWC.

Supplemental Narrative By Tammi Scott, 12/30/22 17:21

I spoke to [REDACTED] and told him I needed to meet with him to discuss the video in question. [REDACTED] agreed to Tuesday, 1-3-2022, at 1700 hours. The complainant has been identified as [REDACTED] [REDACTED] stated several times she wants to remain anonymous and does not want anything to do with the reporting of this incident. I was able to identify [REDACTED] through the OSU HUB by her phone number.

Property / Evidence

Item #	Category	Type	Status	Location	Description
P2022-04095-001		Digital	In Digital Files		Document - Video
P2022-04095-002		Digital	In Digital Files		Web Link - BWC



January 20, 2023

Delta Kappa Epsilon

Sent electronically to [REDACTED]

PERSONAL AND CONFIDENTIAL

Regarding Case Number: [REDACTED]

To the members of the Ohio State Associate chapter of Delta Kappa Epsilon:

In accordance with the Registration Guidelines for Student Organizations and the Code of Student Conduct, I have determined reasonable cause exists to believe the activities of the Ohio State Associate chapter of Delta Kappa Epsilon pose a significant risk of substantial harm to the safety and security of its members, potential new members and others. As a result, I hereby place the Ohio State Associate chapter on interim suspension pending a full investigation of this matter by the Office of Student Life Student Conduct.

Member list with contact information

Please refer to correspondence from Student Conduct for a directive to provide a complete roster. As a reminder, I am requesting a list of the names and contact information for:

- all current members (identify members holding leadership positions)
- new members
- potential new members including any students considered for new membership that left the new member process, whether voluntary or otherwise
- attendees at the January 14 and 15 recruitment events*
- invite-only guests as the January 16 and 17* and the locations of the events

Contact information must include:

- first and last name

- **local address** (*I understand you may not have this information for new or potential new members*)
- email address
- cell number
- member status (new, initiated, disaffiliated, withdrew from new member process, non-member)

*Please confirm these were your actual recruitment event dates. If they are not, provide the corrected event locations and dates when submitting your roster information.

You must email the member list to me no later than 4 p.m. on Sunday, January 22, 2023.

Terms of interim suspension

During the period of this Interim Suspension, the chapter shall not be eligible to participate in any recognized student organization activities, whether in-person or “virtually,” including but not limited to Chapter meetings or programs, Greek Council meetings and sponsored activities, Welcome Week activities, intramural sporting events, Greek Week, recruiting of new members, chapter social events or social events with any other student organizations. **All new membership activities must cease during the period of Interim Suspension.**

Failure to adhere to the terms of this interim suspension of chapter activities will subject the chapter and participating individual members to further disciplinary action under the Code of Student Conduct 3335-23-04 (G) for Failure to Comply with University Authority.

Notice to membership

You must forward this letter to all members/potential new member to place them on notice of the interim suspension. Further, this letter provides notice to individuals that they may be held responsible for failing to comply with the directives within this letter.

You must copy Student Conduct at studentconduct@osu.edu and the Director of Sorority and Fraternity Life at defreitas.12@osu.edu on the email sent to all members/new members within two hours of the receipt of this letter to ensure all members are aware of their individual responsibility during the interim suspension.

Request for reinstatement

The chapter has the right to request reinstatement or modifications of the interim suspension. Requests must be made in writing and must include supporting

documentation or evidence that the The Ohio State Associate chapter (or the proposed modification) does not pose or no longer poses a significant risk of substantial harm to the safety or security of themselves or others or to property. Submit your written request by email to lovell.113@osu.edu. Please consult the Code of Student Conduct, Section 3335-23-20, for a complete description of this process.

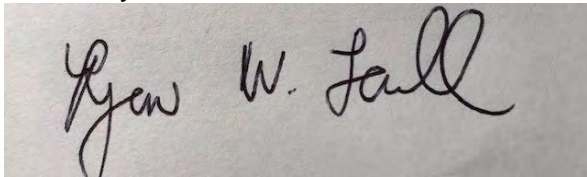
Notice to others

We will share notice of this interim suspension with other university officials, Delta Kappa Epsilon, and other necessary members of the university community, including your peer organizations.

Investigation

It is important that you continue to follow all instructions and directives given to you by Student Conduct. Please know that any efforts by the Ohio State Associate chapter, 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 chapter or the involved individual.

Sincerely,

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

Ryan Lovell
Associate Dean of Students

CC: Delta Kappa Epsilon, Assistant Director of Chapter Services - Dustin Stewart
Delta Kappa Epsilon, Director of Member Services - Trey Robb
Director of Sorority and Fraternity Life - Kim Monteaux De Freitas, EdD



4:30



OHIOSTATEDKE
Posts

View 1 comment

January 10



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SPRING RUSH

- JAN 14** CANES WITH THE BROTHERS
🕒 5-7PM 📍 1942 IUKA AVE
- JAN 15** WINGS AT ETHYL
🕒 7-9PM 📍 19 E 13TH AVE
- JAN 16** INVITE ONLY
- JAN 17** INVITE ONLY



Liked by ohio state ifc and 78 others

ohiostatedke We're happy to announce the official Spring 2023 rush schedule. Our rush chairs and the rest of our brothers of Delta Kappa Epsilon cannot wait to see you all!

January 2



ohiostatedke



January 20, 2023

Delta Kappa Epsilon

PERSONAL AND CONFIDENTIAL

Regarding Case Number: [REDACTED]

To [REDACTED] and the members of the Ohio State Associate chapter of Delta Kappa Epsilon:

Student Conduct has received information that describes conduct by the Ohio State Associate chapter of Delta Kappa Epsilon on, or around, January 16, 2023. The report details concerns related to allegedly providing alcohol to potential/new members under the age of 21. I am investigating whether this conduct may have occurred and violated the following sections of the university's 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.
- 3335-23-04 (B1) 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.

As a leader of the organization, you must contact me at www.go.osu.edu/laceygosnell as soon as possible, and no later than January 25, 2023, to schedule a preliminary conference. The purpose of this conference is twofold. 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 alleged incident. 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 gosnell.53@osu.edu before our meeting.

Prior to our meeting, your chapter must provide a complete roster including:

- all current members (identify members holding leadership positions)
- new members
- potential new members including any students considered for new membership that left the new member process, whether voluntary or otherwise
- attendees at the January 14 and 15 recruitment events*
- invite-only guests as the January 16 and 17* and the locations of the events

Contact information must include:

- first and last name
- **local address** (*I understand you may not have this information for new or potential new members*)
- email address
- cell number
- member status (new, initiated, disaffiliated, withdrew from new member process, non-member)

*Please confirm these were your actual recruitment event dates. If they are not, provide the corrected event locations and dates when submitting your roster information.

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.

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, 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 January 25, 2023 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 call Student Conduct at 614-292-0748 between 8 a.m. and 5 p.m. Monday through Friday.

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 style with large, flowing letters.

Lacey Gosnell (she/her)
Assistant Director



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.

- 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.

January 20, 2023

Delta Kappa Epsilon

PERSONAL AND CONFIDENTIAL

Regarding Case Number: [REDACTED]

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Lacey Gosnell (she/her)
Assistant Director



Student Rights and Responsibilities

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 - Information on how to submit an appeal, including grounds for appeal, will be included with communication following a decision from the appropriate hearing body.

April 5, 2023

The Ohio State Associate chapter of Delta Kappa Epsilon
Sent electronically to [REDACTED]

PERSONAL AND CONFIDENTIAL

Regarding Case Number: [REDACTED]

Dear [REDACTED] and the members of The Ohio State Associate chapter of Delta Kappa Epsilon:

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

Charge(s)

It is alleged that on January 16, 2023, the Delta Tau chapter of Delta Kapp Epsilon engaged or attempted to engage in conduct that includes but is not limited to:

- members of the chapter provided alcohol, made alcohol available, and/or brought alcohol to a new member event/activity
- members of the chapter provided and/or made alcohol available for consumption to individuals under the age of 21
- the chapter, its members, and/or its officers failed to enforce or implement rules prohibiting the use or availability of alcohol at a new member event/activity

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 facility policy.
- 3335-23-04 (L) Hazing. Doing, requiring or encouraging any act, whether or not the act is voluntarily agreed upon, in conjunction with initiation or 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.

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.

Link: [REDACTED]

Password: [REDACTED]

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.

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.

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.

Acknowledgment

I have received notice of the charges and **I will return this form by email to gosnell.53@osu.edu by April 10, 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.

Delta Kappa Epsilon [REDACTED]

Signature: _____ Date: _____

Acknowledgments

Delta Kappa Epsilon Executive Board Member

Signature: _____ Date: _____

Delta Kappa Epsilon Advisor

Signature: _____ Date: _____

CC: 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, Director of Member Services - Trey Robb



April 5, 2023

The Ohio State Associate chapter of Delta Kappa Epsilon
Sent electronically to [REDACTED]

PERSONAL AND CONFIDENTIAL

Regarding Case Number [REDACTED]

Dear [REDACTED] and the members of The Ohio State Associate chapter of Delta Kappa Epsilon:

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

Charge(s)

It is alleged that on January 16, 2023, the Delta Tau chapter of Delta Kapp Epsilon engaged or attempted to engage in conduct that includes but is not limited to:

- members of the chapter provided alcohol, made alcohol available, and/or brought alcohol to a new member event/activity
- members of the chapter provided and/or made alcohol available for consumption to individuals under the age of 21
- the chapter, its members, and/or its officers failed to enforce or implement rules prohibiting the use or availability of alcohol at a new member event/activity

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 facility policy.
- 3335-23-04 (L) Hazing. Doing, requiring or encouraging any act, whether or not the act is voluntarily agreed upon, in conjunction with initiation or 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.

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.

Link: [REDACTED]

Password: [REDACTED]

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.

Acceptance/Non-Acceptance of Responsibility

To resolve these charges, place your initials next to your selection.

[REDACTED] 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.

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.

Acknowledgment

I have received notice of the charges and I will return this form by email to **gosnell.53@osu.edu** by **April 10, 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.

Delta Kappa Epsilon President

Signature: _____

Date: _____

4/10/2023

Acknowledgments

Delta Kappa Epsilon Executive Board Member

Signature: _____

Date: _____

4/10/2023

Delta Kappa Epsilon Advisor

Signature: _____

Date: _____

CC: 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, Director of Member Services - Trey Robb

May 22, 2023

Delta Tau chapter of Delta Kappa Epsilon
Sent electronically to [REDACTED]

PERSONAL AND CONFIDENTIAL

Regarding Case Number: [REDACTED]

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

I am writing to provide the Delta Tau chapter of Delta Kappa Epsilon 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. - **In Violation**
- **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. - **In Violation**

Specifically, during the spring 2023 semester, the Delta Tau chapter of Delta Kappa Epsilon engaged or attempted to engage in conduct that includes, but is not limited to:

- Provided alcohol or made alcohol easily and readily available to new members and others, many of whom were under the age of 21
- Failed to curtail the availability of alcohol during the new member process or during new member activities

Sanction Consideration Student Conduct has continuously worked to support the chapter in redirecting behavior while serving as a direct resource to the organization. It has been the responsibility of the chapter to take advantage of and implement the learning and resources provided. There must be a collective decision to utilize these sanctioned opportunities for this organization to be successful here at The Ohio State University.

I considered the following factors in determining appropriate sanctions:

- the previous educational opportunities undertaken by the Delta Tau chapter of Delta Kappa Epsilon within the past academic year
- the outstanding sanctions of case [REDACTED]
- our anticipation that Delta Kappa Epsilon International will be more involved in offering supervision and support in the chapter

Sanctions

All previous sanctions must be completed by August 1, 2023. Specifically, the Membership Recommitment Process must be the first sanction completed.

Student Conduct requires any outstanding sanctions from case [REDACTED] to be completed by August 1, 2023, and before any steps are taken on sanctions listed below. Refer to the outcome letter issued on March 7, 2023, for full details.

The advisor and/or national representative will provide the outcome of the membership re-commitment process via email to Lacey Gosnell at gosnell.53@osu.edu for Student Conduct and Eddy Labid at labid.1@osu.edu for Sorority and Fraternity Life by **August 1, 2023.**

Identifying Local Advisors

Our investigation revealed that DKE frequently held events, including recruitment events, without an advisor present. For the 2023 – 2024 academic year, the chapter must identify at least five local advisors. At least one of the five local advisors must be present during all new member recruitment events and activities. The organization must collect the names, email addresses and phone numbers of the local advisors who agree to be present at events and provide this information Lacey Gosnell at gosnell.53@osu.edu and Eddy Labid at labid.1@osu.edu by **August 14, 2023.**

Review of the New Member Process

Your chapter will review and revise its new member process in consultation with the chapter's local advisors and DKE International staff members. The goal is to produce a new membership plan that creates an extraordinary new member experience and aligns with DKE standards and values.

To complete this review, your chapter will set up a process to:

- identify the purpose of the new member process (e.g., goals, experiences, learning outcomes) and evaluate how you can enhance the experience
- identify high-risk portions of the process (e.g., overnight activities, Big/Little reveal, social events with alcohol) that have traditionally involved hazing, alcohol or other drugs, or other risky behavior

- identify alternatives or new events to replace any events or activities that are identified as high-risk
- incorporate and address all applicable risk management requirements

Your chapter will develop a written plan that aligns the process with your intended purpose, while reducing the opportunities for high-risk situations to derail that purpose. This written plan will include:

- a summary of the review process identified above
- your new plan for the new member process including events, details of the events, how details of the process will be shared, where events will be held, how advisors will be recruited for the events
- how the replacement events you have created will reduce risk to active and new members
- your plans as a chapter to educate both new members and active members on expectations during the new member process and hazing
- how the chapter would report any concerning behavior that could happen during the new member process

To ensure successful recruitment for the 2023-2024 academic year, all recruitment events **must** be held at the chapter house or an OSU facility WITH a local advisor **must** be present.

During the investigation, current and new members reported that senior members brought alcohol to new member events. We expect that the Membership Recommitment Process will identify those seniors (or others) responsible for bringing alcohol to new member recruitment events. Those individuals must be prohibited from attending or participating in new member recruitment or other events. Accordingly, your chapter will create a list of alumni or former members who are not permitted to participate in any portion of the new member process, this includes but is not limited to recruitment, rush, and initiation events. This list must be included in the plan documentation.

Prior to implementing, and no later than **August 14, 2023**, you will email Lacey Gosnell at gosnell.53@osu.edu and Eddy Labid at labid.1@osu.edu a copy of the plan and schedule a follow-up meeting to discuss your review and proposed plan prior to its implementation for feedback.

Meeting with IFC President

DKE's executive board members will meet with the [REDACTED] [REDACTED] to discuss the organization's reputation and participation within the SFL community.

To set up the meeting, email [REDACTED] at

██████████ Scheduling will be based on your combined availability and ██████████ will determine when he is available to meet. Meetings can be held virtually and/or in-person. Outreach to set up your meeting must happen before **August 14, 2023.**

You must email a summary of your meeting with the ██████████ to gosnell.53@osu.edu by **September 8, 2023.**

Education with Student Wellness Center

Your organization will collaborate with Brandon Horton, Wellness Coordinator, Alcohol, Tobacco and Other Drug Prevention, to create an educational opportunity for the chapter regarding social events and alcohol.

Setting up your meeting

To set up your meeting with Brandon, Wellness Coordinator, you will email horton.410@osu.edu. Scheduling will be based on your combined availability and Brandon will determine when he is available to meet. Meetings can be held virtually and/or in person. Outreach to set up your meeting must happen before **August 14, 2023.**

After your meeting with Brandon, you will send Lacey Gosnell an email with the following details:

- Date(s) and time(s) of presentation
- Location of presentation
- Presenter name(s)
- Advisor who will be present
- Communication plan to chapter related to presentation for attendance

This email must be sent to gosnell.53@osu.edu by **September 8, 2023.**

Presentation to Delta Kappa Epsilon Members

Brandon will deliver a presentation to the chapter. After the 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 the 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.

The presentation must be complete by **October 27, 2023.**

Alcohol Restriction

During the investigation, it was found that a potential new member was hospitalized due to their intake of alcohol at a DKE recruitment event. The chapter **may not host or co-**

host any events where alcohol is present until all sanctions are **complete**. I expect your chapter to engage with its members and community during this period, therefore you may host alcohol-free events. I strongly encourage you to work with your SFL Liaison Eddie Labid.1@osu.edu for information regarding scheduled, hands-on community events planned for the autumn semester in which the members of DKE can participate.

You must provide a copy of at least two registered alcohol-free events to me no later than **September 8, 2023**.

Social Event with Alcohol Requirements

Once your chapter has successfully completed all sanctions, the chapter will be able to host/co-host events with alcohol with the following requirements through May 5, 2024:

1. hire a third-party (independent, non-member) bartender to manage the distribution of BYOB alcohol, or
2. host the event at a third-party location with a bartender.

The purpose of this requirement is to support your chapter in hosting and co-hosting social functions in full compliance with risk management guidelines, state and local laws and statutes, and other applicable university policies.

I encourage you to consider making this requirement part of your common practice to enhance the safety of your guests and reduce risk to your chapter.

Date Modifications

If there are any extensions or modifications to the original plan, please email a reasonable modification request to Lacey Gosnell at gosnell.53@osu.edu. A determination will be made and communicated through email.

Summary of Dates

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

- August 1, 2023 – Outcome of Membership Recommitment Process due to gosnell.53 and labid.1. **Student Conduct requires the Membership Recommitment Process to be complete before any additional educational sanctions issued by Student Conduct can commence.**
- August 1, 2023 – All previous sanctions from case [REDACTED] due
 - BuckeyeLearn Anti-Hazing Training
 - Education with the Office of Institutional Equity
 - Delta Kappa Epsilon sanctions
- August 14, 2023 – Identify at least five local advisors due to gosnell.53 and labid.1
- August 14, 2023 – Schedule meeting with gosnell.53 to review New Member

Process

- August 14, 2023 – Schedule meeting with [REDACTED]
- August 14, 2023 – Schedule meeting with Brandon Horton.410
- September 8, 2023 – Summary of meeting with [REDACTED] due to gosnell.53
- September 8, 2023 – Summary of meeting with Brandon due to gosnell.53
- September 18, 2023 – At least two registered alcohol-free events provided to gosnell.53
- October 27, 2023 – Presentation to DKE members from Student Wellness Coordinator due
- May 5, 2024 – Social Event with Alcohol Requirements end
- May 5, 2024 – Probation and Deferred Revocation ends
 - *Absent extraordinary circumstances, further violations of the Code of Student Conduct while on probation may result in the immediate revocation of your chapter's status as a registered student organization.*

The chapter may not host or co-host any events where alcohol is present until all sanctions are complete.

Follow Up Communication

The sanctions proposed by the chapter will require significant coordination by you and other leaders in the chapter. This may require adjusting sanctions and due dates. We are invested in your chapter successfully completing all the requirements found in this letter. I encourage you to communicate with me frequently about your chapter's progress. I can provide clarity regarding expectations and offer modifications and extensions if necessary.

Requests for Extensions and Modifications

Any request for an extension or a modification of any outcome must come from the chapter president to gosnell.53@osu.edu. The request must contain a detailed explanation of the reason for the request.

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 is grossly disproportionate to the violation committed. To do so, you must submit your appeal in writing no later than **4:00 p.m. on May 29, 2023**. You should use the online appeal form found at <https://go.osu.edu/appeals>, or the form attached to this letter to submit your appeal. If you elect to use the attached document,

please scan and email it by the deadline to gosnell.53@osu.edu.

If you do not submit an appeal, this decision will be effective at the end of your appeal period. If you have any questions, call (614) 292-0748 prior to the expiration of your appeal period.

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.

If you have any questions concerning this matter, please do not hesitate to contact me at 614-247-6518 between 8 a.m. and 5 p.m. Monday through Friday.

Sincerely,

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

Lacey Gosnell (she/her)
Assistant Director

CC: Assistant Director of Sorority and Fraternity Life, Eddie Labid
Associate Director of Sorority and Fraternity Life - Hunter Hartwig
Director of Sorority and Fraternity Life - Kim Monteaux De Freitas, EdD
Delta Kappa Epsilon, Assistant Director of Chapter Services - Morgan McElroy
Delta Kappa Epsilon, Director of Member Services - Trey Robb