

Case No: 2023578001

Organization Name: Delta Kappa Epsilon

Incident Date: February 6, 2024

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

Status	Approved
Report Type	Patrol
Primary Officer	Joseph Donofrio
Investigator	None
Reported At	02/06/24 23:31
Incident Date	02/05/24 22:00 - 02/06/24 17:30
Incident Code	Criminal Incident
Location	410 W 10TH AVE, COLUMBUS, OH 43210 (Emergency Department - OSU Main)
Zone	Columbus
Beat	Off Campus
Court	None
Ereferral County	None
Disposition	Forward to Investigations
Disposition Date/Time	02/07/24 06:37
Review for Gang Activity	None
Crime Log Location	Iuka Ave
Crime Log Dispostion	Open - Pending Investigation

Offense Information

Offense	Hazing _ recklessly participate
Statute	2903.31B1
NIBRS Code	90Z-I - All Other Offenses (Crime Against Person)
Counts	1
Offense Details	M2
Include In NIBRS	Yes
Completed	Yes
Bias Motivation	No Bias/Not Applicable
Location	College
Entry Forced	No

Dispatch Information

CFS #	CFS24-04002
Location	410 W 10TH AVE, COLUMBUS, OH 43210
Incident Code	CSA Report : CSA Report
Occurred Between	02/06/24 23:31:05 and
Assigned	23:46:17
Enroute	23:50:41
On Scene	23:56:56
Completed	00:35:03

Complainant

BROWN, AUSTIN JOSEPH	
Male, DOB [REDACTED]	2903.31B1 - Hazing _ recklessly participate - M2
[REDACTED]	

[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]

2903.31B1 - Hazing _ recklessly participate - M2

Suspect

DELTA KAPPA EPSILON

1942 IUKA AVE
COLUMBUS, OH 43201

2903.31B1 - Hazing _ recklessly participate - M2

[REDACTED]
dkeofcolumbus@gmail.com Personal
dkeofcolumbus@gmail.com Personal
dkeofcolumbus@gmail.com Personal

Victim

[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]

2903.31B1 - Hazing _ recklessly participate - M2

Other

BROWN, AUSTIN JOSEPH

Male, DOB [REDACTED]

(B) Staff: 2903.31B1 - Hazing _ recklessly participate - M2

[REDACTED]

DELTA KAPPA EPSILON

1942 IUKA AVE
COLUMBUS, OH 43201

(C) Student: 2903.31B1 - Hazing _ recklessly participate - M2

[REDACTED]
dkeofcolumbus@gmail.com Personal
dkeofcolumbus@gmail.com Personal
dkeofcolumbus@gmail.com Personal

[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]

(C) Student: 2903.31B1 - Hazing _ recklessly participate - M2

Primary Narrative By Joseph Donofrio, 02/07/24 05:49

On 2/6/2024, OSUPD was contacted by Wexner Medical Center Emergency Department Charge Nurse Austin Brown regarding a possible hazing incident. Brown stated the student, [REDACTED], did not wish to speak with OSUPD nor

want to make a police report regarding this incident.

Once arriving at the Emergency Department, I met with Brown. Brown stated that he was treating a student, [REDACTED], for a medical incident due to [REDACTED] reported he was forced to consume vinegar during a fraternity pledge. The fraternity in question is reported to be Delta Kappa Epsilon (DKE). According to Brown, he believes the incident occurred within the 24 hours prior to [REDACTED] arriving at the Emergency Department for treatment, which was around 1730 hours on today's date. Brown was unsure of the location the event took place.

Prior to clearing I did notify Brown that he also needs to contact CPD regarding this incident due to it possibly having occurred on their jurisdiction.

**The Ohio State University
Hazing Incident Report**

Submitted on February 7, 2024 at 12:45:14 am EST

Nature	Hazing
Urgency	Normal
Incident Date and Time	2024-02-06
Incident Location	Off Campus

Reported by

Name:	Austin J Brown
Title:	
Email:	bro867@osumc.edu
Phone:	██████████
Address:	[UNAUTHENTICATED]

Involved Organizations/Individuals

Delta Kappa Epsilon ()

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.

Pt presented to OSUWMC Emergency Department around 1700 2/7/2024. Pt's primary RN reported to me, Charge RN, that pt initially reported that he was forced to drink a large amount of vinegar as part of an initiation ritual for Delta Kappa Epsilon fraternity. He was overheard referring to this as a hazing event. Upon learning of pt's complaint, I approached him and asked him to discuss the details of this event and whether he believed it was related to a hazing event. At that time, pt denied being forced to drink vinegar, and instead stated that he chose to do it willingly. He refused the opportunity to file a report with OSUPD/CPD. OSUPD and CPD notified of this incident and a report filed by myself as a Mandatory Reporter.

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

Unknown

What is your desired outcome in making this report?

Mandatory Reporter

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:

Ohio State University Police, Columbus Police, someone else in the organization

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.

Pending IR #00078946

Submitted from 140.254.70.165. 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 February 7, 2024 at 12:45:14 am EST. Last modified February 7, 2024 at 7:21:23 am EST.

Nature **Hazing**
Urgency **Normal**
Incident Date and Time **2024-02-06**
Incident Location **Off Campus**

Reported by

Name: **Austin J Brown**
Title:
Email: **bro867@osumc.edu**
Phone: **[REDACTED]**
Address:

Involved Organizations/Individuals

Delta Kappa Epsilon (DeltaKapEp)
Alleged

[REDACTED] [REDACTED] [REDACTED]
[REDACTED] [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.

Pt presented to OSUWMC Emergency Department around 1700 2/7/2024. Pt's primary RN reported to me, Charge RN, that pt initially reported that he was forced to drink a large amount of vinegar as part of an initiation ritual for Delta Kappa Epsilon fraternity. He was overheard referring to this as a hazing event. Upon learning of pt's complaint, I approached him and asked him to discuss the details of this event and whether he believed it was related to a hazing event. At that time, pt denied being forced to drink vinegar, and instead stated that he chose to do it willingly. He refused the opportunity to file a report with OSUPD/CPD. OSUPD and CPD notified of this incident and a report filed by myself as a Mandatory Reporter.

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

Unknown

What is your desired outcome in making this report?

Mandatory Reporter

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:

Ohio State University Police, Columbus Police, someone else in the organization

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.

Pending IR #00078946

Submitted from 140.254.70.165 and routed to Becca Hamilton (she/her) (Anti-Hazing Compliance Specialist)

Modified by Kelly B. Smith (she/her) on February 7, 2024 at 7:21:23 am EST from 173.88.82.210

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

**The Ohio State University
Hazing Incident Report**

Submitted on February 8, 2024 at 3:46:46 pm EST

Nature	Hazing
Urgency	Normal
Incident Date and Time	2024-02-06 7:15 PM
Incident Location	On Campus OSU Wexner Medical Center- Emergency Department

Reported by

Name:	Rachel Brohard
Title:	
Email:	[REDACTED]
Phone:	[REDACTED]
Address:	[Authenticated as Rachel Brohard]

Involved Organizations/Individuals

OSU Med Center ED Staff ()	614-293-8000
Witness	410 W 10th Ave, Columbus Oh, 43210

OSU Student ()

Victim

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.

On February 6th, 2024, I was being seen in the ED following an exposure to [REDACTED] while working in the OR at The James Cancer Hospital. It is important to mention that during the incident that I will be describing here, I was still clocked in for my shift. Thus, I am even more so obligated to write this report beyond just my moral obligation. However, it is also important to note that I was not a participating member of his care team.

After being brought back to be seen, I was seated in the overflow triage hallway at around 1900 pm. Shortly after I had been seated, two young males, who later identified themselves as OSU students, were seated in the chairs directly beside mine (to my right hand side). At roughly 1915 pm, the two males began talking in hushed voices about what they had done the night prior (February 5th, 2024) that had led one of the young males to seek treatment at the ED (emergency department). During this hushed conversation, I listened to the young male (the patient and victim) describe how he had become violently ill at one point in the night. He described a vomiting episode where he was violently, and profusely, vomiting over the balcony (of an unknown residence). Then, following that vomiting episode, he described how a buddy of his had offered him a sour patch kid gummy (specified as just one) to which he ate, then immediately vomited back up in another violent vomiting episode. His friend (the second young male) then advised him to "make sure to try to make it to the bathroom" while he was in the ED if he felt like he would be sick like that again. The victim then responded that he believed he may not be able to control the timing of when he vomits again, citing how on the night of February 5th, 2024, following the two prior episodes of vomiting he had just previously described, his condition had not improved by the time he was headed to bed. The victim then described how through the night, he continued to have vomiting episodes that were so uncontrollable he ended up getting sick in his bedroom. The victim then proceeded to state, in a more hushed tone, that he was worried about the nurse or doctor finding out that this was "because of hazing." Further stating that if they found out, a lot of people's lives would be ruined. He then began planning with his friend how he would tell the nurse that he was "at a buddy's house and [he] lost a bet."

After hearing the victim clearly state the word "hazing," I did decide to attempt to record some of this conversation on my note taking app. While this is probably not appropriate, I had a fear that perhaps if I said something, no one would believe me or take the situation as seriously as I am. My recording began at 1922

pm, and, though I didn't capture much, I did captured him saying (in direct quotes):

"She said that apple cider unintelligible]. . . I woke up at like 7 am. Like, I didn't have time [unintelligible] . . . I threw up in the room. It was like. . . last night, I was upstairs with [REDACTED] . . . [last name of another individual involved on the night of February 5th, 2024] He was with me when I first threw up. I threw up all over the bathroom. Then we were sitting on the patio [unintelligible]. . . then I threw up. [End of Audio Rec].

Following my brief recording, I decided that I could not sit there and allow him to tell his cover-up story so, I got up from my seat and went up to the first healthcare worker that I saw sitting at one of the nurse's station computers and told him about what I had just heard. I am unaware if the individual that I directly reported this incident to was a RN or MD/PA-C, however, he immediately responded to the situation and subsequently was the victim's care provider throughout the duration of this encounter in the ED. I trust that he was diligent and reported this incident on the night of February 6th, 2024 with more identifying information beyond what I am able to provide. However, I also recognize my mandated responsibility as a staff member to follow suit and report my encounter with this matter beyond my initial direct report. I am unsure of the legality of my recording, however, I was and am still, willing to risk it if it means possibly saving someone's child's life.

From what I can further understand based on the two male's continued conversation following my direct report to a provider in the ED, the victim had been forced to drink an excessive amount of apple cider vinegar on the night of February 5th, 2024. I had also heard the victim mention something about push-ups and bruising that the victim had acquired (unknown if from this incident). The victim also mentioned that he believed that this was something "they" [referring to the alleged] had to do to "remind us they're in-charge." Unfortunately, I never heard them state the name of the alleged individuals/greek life organization, nor the names of the two young males in the ED. However, as previously mentioned, I hope that my report is secondary to a more detailed report from the care providers who were involved in the victim's medical treatment on the evening of February 6th, 2024.

I have reason to believe that this is an issue that is potentially on-going as I believe I also heard the two males talking about plans for the weekend. However, it is possible that these plans are unrelated to further hazing.

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

Yes

What is your desired outcome in making this report?

My desired outcome in making this report is that it will lead to an investigation that will bring justice to the young boy who is being manipulated/coerced into performing dangerous, and possibly deadly, activities in the hopes that he will fit in with his peers. I understand that the victim that I encountered was merely 18-years-old. I also understand that he has family that likely wishes, more than anything in life, to watch him walk at graduation 3 years from now. It is also not lost on me that his experience on the night of February 5th, 2024, was likely not unique. There were other individuals involved, and potentially more victims. I would like to see that they too are protected and supported. This behavior is egregious and cannot be tolerated to any degree.

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:

family member or friend, other university employee or office, someone else in the organization

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

Considering the legality of my audio recording, I will not be sharing it at this time as I consider that it likely will be redacted regardless. However, I'm hoping I won't be in trouble for it. At the time of taking the recording, I was hoping it would do more good than harm considering the issue at hand.

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.

Pending IR #00079000

Submitted from 23.127.7.181. 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



February 7, 2024

Delta Kappa Epsilon

Sent electronically to [REDACTED]

PERSONAL AND CONFIDENTIAL

Regarding Case Number: 2023578001

Dear [REDACTED] and members of the Delta Tau chapter of Delta Kappa Epsilon,

Pursuant to Section 3335-23-20 of the Code of Student Conduct, I have determined that there is reasonable cause to believe your organization's activities pose a significant risk of substantial harm to the safety or security of your organization's members, new members and/or others.

Accordingly, I hereby suspend the Delta Tau chapter of Delta Kappa Epsilon and its registration, temporarily and immediately, pending a full investigation by Student Conduct in the Office of Student Life.

During this period of interim suspension:

- your organization may not participate in any university activities or functions of registered student organizations, including, but not limited to, chapter meetings or programs, Sorority and Fraternity Life council meetings and sponsored activities, intramural sporting events, recruitment, chapter social events or social events with other student organizations.
- your organization must cease all recruitment and/or new member activities.

The interim suspension shall remain in effect until:

- the conclusion of the student conduct process, including any appeal,
- I terminate this interim suspension in writing,
- I modify the terms of this interim suspension, in which case your organization must follow all terms of the modification, or
- I terminate this interim suspension upon your organization's written request where a determination is made that reasonable cause for the interim suspension no longer exists

Relevant Materials

Deadline: These relevant materials must be emailed to hamilton.814@osu.edu **no later than Friday, February 9, 2024.**

I am requesting you review the roster currently on file with Sorority and Fraternity Life to confirm the information is correct and up to date. If the information is not correct, please download the roster and update it to reflect the contact information below.

Roster information must include:

- first and last name
- name.#
- member status (new, initiated, disaffiliated, etc.)
- semester initiated into chapter
- officer/leadership position (if applicable)

Notification to Members

You are required to immediately notify all organization members, including new members, of this interim suspension. Please send an email with this letter as an attachment to all organization members, including new members, and copy hamilton.814@osu.edu.

Additionally, this letter provides notice to individual members that they *may* be held responsible for failing to comply with the directives within this letter and/or for failing to comply with the Code of Student Conduct, including the following provisions:

- **3335-23-04 (L) Hazing.** Doing, requiring or encouraging any act, whether or not the act is voluntarily agreed upon, tied to initiation, continued membership, or participation in any group, that causes or creates a substantial risk of causing mental or physical harm or humiliation. Such acts may include, but are not limited to, using alcohol, creating excessive fatigue, and paddling, punching, or kicking in any form. Failure to intervene, prevent, or report acts of hazing may constitute a violation of this section.
- **3335-23-04 (M) Conduct System Abuse.** Abuse of any university student conduct system, including but not limited to: Failure to obey the summons or directives of a hearing body, as defined in rule 3335-23-10 of the Administrative Code, or university official; Falsification, distortion, or misrepresentation of information before a hearing body, as defined in rule 3335-23-10 of the Administrative Code, or university official; Disruption or interference with the orderly conduct of a student conduct proceeding; Knowingly instituting a student conduct proceeding without cause; Discouraging an individual's proper

participation in, or use of, a university student conduct system; Influencing the impartiality of a member of a hearing body, as defined in rule 3335-23-10 of the Administrative Code, prior to, and/or during the course of a student conduct proceeding; Harassment and/or intimidation of a member of a hearing body, as defined in rule 3335-23-10 of the Administrative Code, or university official prior to, during, and/or after a student conduct proceeding; Failure to comply with one or more sanctions imposed under the code of student conduct; and Influencing another person to commit an abuse of a university student conduct system.

- **3335-23-04 (R) Retaliation.** Any intentional adverse action against any individual who makes an allegation, files a report, serves as a witness, assists a complainant or respondent, or participates in any university investigation or proceeding.

Notification to Others

To provide notice of this interim suspension, I have copied your organization's advisor, headquarters, and/or other relevant university staff (if applicable).

Requesting Termination or Modifications

Your organization may request termination of or modifications to this interim suspension. To do so, your organization must submit a request in writing to Dean of Students and Associate Vice President Dr. Danny Glassmann at glassmann.5@osu.edu. Your organization's request must include supporting documentation or evidence that your organization does not or no longer pose a significant risk of substantial harm to the safety or security of your members, new members, or others, and/or any proposed modifications. Section 3335-23-20 of the Code of Student Conduct provides a complete description of this process.

Investigation

You must meet with Student Conduct and follow all instructions and directives given to you by Student Conduct. Please know that any efforts by your organization, its members or other students acting on its behalf that could be considered retaliation or student conduct system abuse will not be tolerated and could result in additional disciplinary action against the organization and/or individual students involved.

Sincerely,



Becca Hamilton (she/her)
Anti-Hazing Compliance Specialist

CC: Assistant Director of Sorority and Fraternity Life, Eddie Labid

Student Conduct Officer - Malcolm Bello

Delta Kappa Epsilon, Director of Member Services - Trey Robb

Dean of Students and Associate Vice President for Student Engagement and
Support - Danny Glassmann, PhD

Director of Sorority and Fraternity Life - Kim Monteaux De Freitas, EdD

Primary Chapter Advisor- Taft Peck (taft@dke.org)



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	<ol style="list-style-type: none"> 1. Report hazing to law enforcement and university as set forth in the policy. 2. Complete training as directed by university.
Employees	<ol style="list-style-type: none"> 1. Report hazing to law enforcement and university as set forth in the policy. 2. Complete annual training as directed by university.
Students	<ol style="list-style-type: none"> 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

February 7, 2024

Delta Kappa Epsilon

Sent electronically to [REDACTED]

PERSONAL AND CONFIDENTIAL

Regarding Case Number: 2023578001

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

Student Conduct received information about an incident involving your organization that occurred on, or around, February 6, 2024. The report details conduct involving new members that if true may have violated the following section of the university's Code of Student Conduct:

- **Section 3335-23-04 (L) Hazing.** Doing, requiring, or encouraging any act, whether or not the act is voluntarily agreed upon, tied to initiation, continued membership, or participation in any group, that causes or creates a substantial risk of causing mental or physical harm or humiliation. Such acts may include, but are not limited to, using alcohol, creating excessive fatigue, and paddling, punching or kicking in any form. Failure to intervene, prevent, or report acts of hazing may constitute a violation of this section.
- **Section 3335-23-04 (B) (1) 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 your organization, I want to hear from you about this report. Please visit <https://go.osu.edu/BeccaHamilton> to schedule a meeting no later than Friday, February 9, 2024. This is a preliminary meeting, not a hearing as no charges have been issued. This meeting offers your organization the opportunity to share information and ask questions about the Student Conduct process.

Notify Members of the Organization

You are required to notify all members—including new members—about this investigation of your organization. Please send an email with this letter as an attachment to all members of your organization and copy hamilton.814@osu.edu on the email notification.

Here are a few considerations to note:

- **Registered Co-Leaders:** You may bring a co-leader, such as a vice president or new member educator.
- **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

In addition to the roster requested within the Interim Suspension Notice Letter emailed to you on February 7, 2024, if you or other members of your organization have relevant materials, for example, written statements, text messages, photos, emails, etc., that you or they would like to share with us, please email them to hamilton.814@osu.edu before our meeting.

Resources

[ADA Coordinator](#) 614-292-6207 (voice); 614-688-8605 (TTY); ada-osu@osu.edu

- The ADA Coordinator's office can provide accommodations based on the impact of a disability during the Student Conduct Process. Students are responsible for requesting these accommodations when they feel they are needed. One week's notice will allow for seamless access.

[Student Advocacy Center](#) 614-292-1111

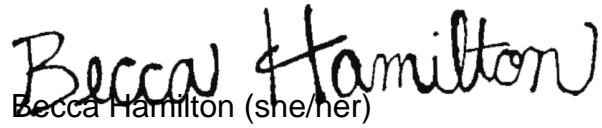
- The Student Advocacy Center helps students navigate Ohio State's structure to resolve issues they encounter at the university.
- Student Advocacy Center staff are unable to serve as an advisor, but upon request, they can provide information and assistance about the conduct process.

While this meeting is preliminary, it is not optional. If your organization does not schedule its meeting before Friday, February 9, 2024, I may move forward with the Student Conduct process without your organization's participation. This could result in a formal investigation, charges, a hearing and sanctions.

Please visit <https://go.osu.edu/BeccaHamilton> to schedule a meeting no later than Friday, February 9, 2024.

I look forward to meeting with your organization.

Sincerely,

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

Becca Hamilton (she/her)

Anti-Hazing Compliance Specialist

hamilton.814@osu.edu | (614) 247-9722

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

CC: Student Conduct Officer - Malcolm Bello

Assistant Director of Sorority and Fraternity Life, Eddie Labid

Delta Kappa Epsilon, Director of Member Services - Trey Robb

Primary Chapter Advisor- Taft Peck (taft@dke.org)



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.
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 - 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.
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- 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/reporhazing
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.

March 29, 2024

Delta Kappa Epsilon

Sent electronically to [REDACTED]

PERSONAL AND CONFIDENTIAL

Regarding Case Number: 2023578001

Dear [REDACTED]

I am writing to give you an update on your organization's conduct case. I have concluded my investigation and determined there is reasonable cause to issue charges under the Code of Student Conduct. This does not mean your organization has been found in violation of the charge(s) listed below. Rather, as we move forward in the conduct process, this is your organization's opportunity to choose a resolution option. **Please select your 's resolution option no later than April 5, 2024.**

Charge(s)

It is alleged that on, or around, February 5, 2024, your organization engaged or attempted to engage in conduct that includes, but is not limited to:

- Required, encouraged, or pressured a new member to consume white vinegar to the extent that they became ill and sought medical attention.

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

- 3335-23-04 (B1) Endangering Health or Safety - Endangering Behavior. Taking or threatening action that endangers the safety, physical or mental health, or life of any person, or creates a reasonable fear of such action.
- 3335-23-04 (L) Hazing - Doing, requiring, or encouraging any act, whether or not the act is voluntarily agreed upon, tied to initiation, continued membership, or participation in any group, that causes or creates a substantial risk of causing mental or physical harm or humiliation. Such acts may include, but are not limited to, using alcohol, creating excessive fatigue, and paddling, punching or kicking in any form. Failure to intervene, prevent, or report acts of hazing may constitute a violation of this section.

Investigative Summary

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

Investigative Summary Link: [REDACTED]

Access Code: [REDACTED]

Please be advised that the packet contains confidential information, 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 or Responsibility

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

_____ On behalf of the Delta Tau chapter of Delta Kappa Epsilon I accept responsibility for the violations of the Code of Student Conduct as listed under the Charges section of this form. **I request an Administrative Decision.**

_____ On behalf of the Delta Tau 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 under the Charges section of this form. **I request an Administrative Hearing, in accordance with and as provided by Ohio law and the Code of Student Conduct to resolve the charges, before a University Hearing Officer.** These hearings can be scheduled on any business day.

_____ On behalf of the Delta Tau 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 under the Charges section of this form. **I request a hearing before the University Conduct Board, in accordance with and as provided by Ohio law and the Code of Student Conduct, to resolve the charges.** These hearings are scheduled on Wednesdays and Fridays.

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).

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.

Acknowledgement

I have received notice of the charges and **I will return this form by email to hamilton.814@osu.edu by April 5, 2024, 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: _____

Group Acknowledgment of Letter & Resolution Option

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

Delta Kappa Epsilon Executive Board Member

Signature: _____ Date: _____

Delta Kappa Epsilon Advisor

Signature: _____ Date: _____

If you have any questions, please email me at hamilton.814@osu.edu.

Sincerely,

Becca Hamilton
Becca Hamilton (she/her)

Anti-Hazing Compliance Specialist

CC: Assistant Director of Sorority and Fraternity Life - Eddie Labid
Delta Kappa Epsilon, Director of Member Services - Trey Robb

May 21, 2024

Delta Kappa Epsilon

Sent electronically to [REDACTED]

PERSONAL AND CONFIDENTIAL

Regarding Case Number: 2023578001

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

Thank you so much for meeting with me earlier today. As you are aware, Student Conduct has not yet received the organization's selected resolution options from the Charge and Process letters for cases 2023533301, 2023578001, 2023598501, 2023611801, and 2023789002. As discussed during the meeting, Delta Kappa Epsilon is no longer able to select a hearing before the University Conduct Board. Pursuant to section 3335-23-09 of the Code of Student Conduct, I can issue an Administrative Decision, or refer this case for an Administrative Hearing. Before I make that decision, I will give you an opportunity to select your resolution option between an administrative decision and an administrative hearing for each case.

Using the attached Charge and Process letters, please select the organization's resolution option for each case before 12:00 pm (ET) on Friday, May 24, 2024.

To ensure the resolution options are received, please email the selections to Kelly Smith, at smith.4941@osu.edu, before 12:00 pm (ET) on Friday, May 24, 2024. If you do not select a resolution(s) by May 24, 2024, Student Conduct will proceed with the student conduct process.

Thank you [REDACTED] for all of your time and effort through this process to date.



Becca Hamilton (she/her)

Anti-Hazing Compliance Specialist

CC: Delta Kappa Epsilon, Director of Member Services - Trey Robb
Assistant Director of Sorority and Fraternity Life - Eddie Labid

August 14, 2024

Delta Kappa Epsilon

PERSONAL AND CONFIDENTIAL

Regarding Case Number: 2023533301, 2023578001, 2023598501, 2023611801, 2023789002

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

This letter is to notify the members of Delta Tau chapter of Delta Kappa Epsilon of the outcome of the Administrative Hearing held on July 12, 2024. After a review of the testimony and evidence, I reached the following finding(s):

Case 2023533301:

- 3335-23-04 (M8) Student Conduct System Abuse – Failure to comply with sanctions – In violation

Case 2023578001:

- 3335-23-04 (L) Hazing. Doing, requiring, or encouraging any act, whether or not the act is voluntarily agreed upon, tied to initiation, continued membership, or participation in any group, that causes or creates a substantial risk of causing mental or physical harm or humiliation. Such acts may include, but are not limited to, using alcohol, creating excessive fatigue, and paddling, punching, or kicking in any form. Failure to intervene, prevent, or report acts of hazing may constitute a violation of this section. -- In violation
- 3335-23-04 (B1) Endangering Health or Safety - Endangering Behavior. Taking or threatening action that endangers the safety, physical or mental health, or life of any person, or creates a reasonable fear of such action. -- In violation

Specifically, the Delta Tau chapter of Delta Kappa Epsilon was found in violation of conduct that includes, but is not limited to:

Case 2023533301:

- On or around January 13-16, 2024, your organization held at least one spring 2024 recruitment event off campus violating the sanctions under case number 2022616002, which required all recruitment events to be held at the chapter

house or university facility.

Case 2023578001:

- On or around February 5, 2024, your organization required, encouraged, or pressured a new member to consume vinegar to the extent that they became ill and sought medical attention.

This hearing also considered charges in cases 2023598501, 2023611801, 2023789002. All involved allegations concerning conduct at social events attributed to the chapter. During the hearing, [REDACTED] offered testimony that events may have been held by members and their friends at their private residences. There is insufficient information to establish the specific locations or hosts of the events in question. Accordingly, I am entering findings of "Not in violation" and dismissing these three cases.

Sanction Consideration

The most significant factor in determining an appropriate outcome is your chapter's conduct history.

In October of 2022, Student Conduct received a report alleging hazing of new members. After investigating and issuing charges, the chapter accepted responsibility and was placed on disciplinary probation and deferred revocation through May 5, 2024. In January of 2023, Student Conduct received another report that resulted in an investigation and charges, including hazing. The chapter accepted responsibility and Student Conduct issued additional educational sanctions while keeping the chapter on deferred revocation.

With two additional violations, including a third hazing violation, revocation is the most appropriate outcome.

Outcome

Organization Outcome – Revocation

The Delta Tau Delta Kappa Epsilon chapter's recognition as a registered student organization is revoked effective August 14, 2024 through August 6, 2028. If you choose to reestablish a chapter of Delta Tau Delta Kappa Epsilon at Ohio State, Delta Kappa Epsilon headquarters ("Headquarters") must begin communication with the university at least one year prior to reestablishing, but no sooner than January 10, 2028. With the revocation of the chapter's recognition as a registered student organization at Ohio State, your chapter no longer has the rights and privileges afforded to a

recognized student organization. Those rights and privileges include, but are not limited to, the following:

- Listing in the online student organization directory
- \$250 line-of-credit to be used in the Resource Room
- Opportunity to apply for Operating Funds and Programming Funds
- Discounted rates for on-campus space reservations
- Opportunity to register for the Student Involvement Fair
- Opportunity to register for the Homecoming Parade
- Opportunity to apply for office or locker space in the KBK Center for Student Leadership and Service
- Access to Student Organization Success Coaches
- Access to enhanced trainings and workshops through Student Activities
- Access to free marketing resources
- Access to free website hosting, email address and/or email listserv
- Participation in governing council and SFL community events and programming put on by SFL staff or the Greek Programming Board
- Membership in honor societies such as Order of Omega
- New and active member ongoing education via the Standards of Excellence program and council programming
- Recognition in the Sorority and Fraternity Life Awards program
- Ability to host social events with National Panhellenic Conference (NPC) sororities and their members in the Panhellenic Association.

Further, any student using Delta Kappa Epsilon's name or likeness (e.g., Greek letters) while alleged to have violated the Code of Student Conduct may be investigated and, if applicable, charged as an individual in the Student Conduct process.

Delta Kappa Epsilon also is prohibited from using the name, logos and other trademarks of The Ohio State University and any prior permissions granted to the organization by the university's Office of Trademark and Licensing are revoked. This includes, but is not limited to, the usage of Brutus and the university's name on the Delta Kappa Epsilon social media pages. Failure to comply with this requirement will result in referral to the university's Office of Trademark and Licensing for review and possible enforcement action.

Continued operation of Delta Kappa Epsilon will prevent any consideration of a return to the community as a registered student organization until operations cease.

In discussing its return to our community, Delta Kappa Epsilon Headquarters representatives must meet with the Director of Sorority and Fraternity Life, or designee, to discuss the current campus environment and what requirements must be completed before the reestablishing process and during the chapter's first year. These

conversations will occur in consultation with the Director of Student Conduct, or designee. In determining whether to permit reestablishment of a chapter at Ohio State, Sorority and Fraternity Life and Student Conduct will take into consideration the organization's efforts to remedy or eliminate underground activity while the chapter remains deactivated. We encourage Delta Tau Delta Kappa Epsilon Headquarters' representatives to provide Student Conduct with any documentation related to these efforts. Specifically, we invite Headquarters to submit a memorandum that details actions it will take during the revocation period to suppress underground activities, such as publicity strategies regarding the unauthorized use of Delta Kappa Epsilon's name and trademarks. This memorandum is due no later than one week after the conclusion of an appeal or by the appeal deadline if no appeal is submitted.

Summary of Dates

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

- Revocation Effective – August 14, 2024
- Revocation End Date – August 6, 2028
- Headquarters memorandum – August 21, 2024, or one week after the conclusion of an appeal
- First date to establish communication about potential reestablishment – January 10, 2028

Chapter Communication Plan

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

Requests for Extensions and Modifications

Any request for an extension or modification of any outcome must come from [REDACTED] [REDACTED] to smith.4941@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

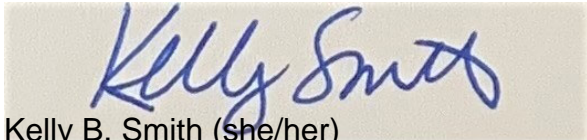
Should Student Conduct no longer employ me or if my role were to change, another staff member will monitor sanction completion. To account for such a change, please include the general Student Conduct email on all sanction items. That address is studentconduct@osu.edu.

Appeal

You have the right to appeal this outcome. To do so, you must submit your appeal through the online form no later than 4 p.m. (ET) on August 21, 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 smith.4941@osu.edu between 8 a.m. and 5 p.m. Monday through Friday.

Sincerely,



Kelly B. Smith (she/her)
Director

CC: Delta Kappa Epsilon, Director of Member Services - Trey Robb
Assistant Director of Sorority and Fraternity Life - Eddie Labid
Director of Sorority and Fraternity Life - Kim Monteaux De Freitas, EdD
Chapter Advisor - Taft Peck

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

GROUNDS FOR APPEAL

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

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

PROCEDURAL ERROR

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

SUBSTANTIAL NEW EVIDENCE

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

GROSSLY DISPROPORTIONATE SANCTIONS

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

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

HOW TO APPEAL

COMPLETE FORM

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

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

REVIEW OF APPEAL

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

FINAL DECISION

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

UPHOLD

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

REMAND OR REFER

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

MODIFY OR REDUCE

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

DISMISS AND VACATE

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

