

Case No: [REDACTED]

Organization Name: Delta Omega Kappa

Charge Date: January 12, 2023

Hearing Date: January 20, 2023

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

The Ohio State University
Hazing Incident Report

Submitted on November 7, 2022 at 8:43:47 pm EST

Nature **Hazing**
Urgency **Normal**
Incident Date and Time **2022-11-03 11:30 PM**
Incident Location **Off Campus [REDACTED]**

Reported by

Name: [REDACTED]
Title: [REDACTED]
Email: [REDACTED]
Phone: [REDACTED]
Address: [UNAUTHENTICATED]

Involved Organizations/Individuals

Delta Omega Kappa (DOK) ()

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 the night of Thursday, November 3, 2022, at approximately 11:30 PM at the house for academic sorority Delta Omega Kappa (DOK), [REDACTED], an incident of hazing was claimed to have occurred. DOK

[REDACTED]
[REDACTED] are claimed to have engaged in inappropriate behavior towards the new members of DOK. The new members present were [REDACTED]
[REDACTED]
[REDACTED]. [REDACTED] is claimed to have threatened physical harm to our new members during a conversation. Then, [REDACTED]
[REDACTED], told the new members, [REDACTED]
[REDACTED]
[REDACTED], to stand in a taped off box on the floor and to sing the songs of the sorority. It is noted that degrading comments were made as the songs were sung. [REDACTED] then asked new members [REDACTED] to step forward from the group and sing and dance apart from the other members. At 11:54 PM, the [REDACTED]
[REDACTED] arrived to witness these events taking place and witnessed new member [REDACTED] leave the taped box to cry in another room. At this time, [REDACTED] left the house. [REDACTED] followed [REDACTED] and asked [REDACTED] to stop, to which she did not comply at first. Once asked again, [REDACTED] told the girls to stop singing and [REDACTED] and [REDACTED] spoke to the new members in another room where the new members were crying and visibly upset with the majority of them beginning to cry. It was also noted that active member [REDACTED] was present for the events that occurred, but was not engaging in the behavior that has been deemed inappropriate.

On Friday November 4, 2022, the rest of the executive board was made aware of the situation that unfolded and held a meeting at 5:30 PM. At this meeting, [REDACTED] was given an opportunity to explain the situation. Based on the statements made by [REDACTED], and the present new members, the executive board decided that the events that unfolded were inappropriate and did not accurately represent the new member process of Delta Omega Kappa. Although it is typically a light-hearted tradition to sing the songs of Delta Omega Kappa, it was decided that the events that unfolded took

the incident too far.

Action is being taken by the executive board of Delta Omega Kappa to condemn these actions, as it was not approved to have occurred by the sorority. [REDACTED] has been [REDACTED] and is being put on an eight week period of forced inactivation. At the end of this inactive period, [REDACTED] can petition to remain in Delta Omega Kappa with approval of the active chapter. [REDACTED] will not be allowed to attend sorority events for the remainder of the semester at which point after she will [REDACTED] [REDACTED] and [REDACTED] willingly deactivated from the sorority on the morning of November 5, 2022. [REDACTED] [REDACTED] has been removed from her [REDACTED] of DOK. The constitution of DOK will also be revised to clarify what is not tolerated behavior of actives for new members.

Delta Omega Kappa does not condone any instances of hazing and has undergone anti-hazing training to have instances of hazing prevented during the new member process as well as during active status in the sorority. Although no one was harmed physically, Delta Omega Kappa prioritizes the emotional safety of our new members and is reporting this incident as a precedent in student involvement at The Ohio State University.

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

No

What is your desired outcome in making this report?

This report comes from the executive board of DOK. We are reporting to inform the university of the actions have occurred. We recognize that hazing is never okay and that is why we have taken the actions that we have as stated above. Also we believe that one of the best reasons to report hazing is to prevent it from ever happening again. However, from our stand point we can guarantee that this will not happen again with DOK. Ideally we report this and you agree with our actions as to date but we will be compliant in any other action that you require. We have informed our chapter that this report will be filed and to answer any questions that they are asked efficiently and truthfully.

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:

someone else in the organization

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

[REDACTED] who has filed out this form [REDACTED] Reach out to me with any questions you have.

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 #00068021

Submitted from 75.76.179.190 and routed to Kelly B. Smith (she/her) (Director). Processed by routing rule #68.

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

The Ohio State University
Hazing Incident Report

Submitted on November 7, 2022 at 8:43:47 pm EST. Last modified November 8, 2022 at 1:20:45 pm EST.

Nature Hazing
Urgency Normal
Incident Date and Time 2022-11-03 11:30 PM
Incident Location Off Campus [REDACTED]

Reported by

Name: [REDACTED]
Title: [REDACTED]
Email: [REDACTED]
Phone: [REDACTED]
Address: [REDACTED]

Involved Organizations/Individuals

Delta Omega Kappa (ORG00073)

Alleged

[REDACTED] [REDACTED] [REDACTED]
Alleged Off Campus

[REDACTED] [REDACTED] [REDACTED]
Alleged Off Campus

[REDACTED] [REDACTED] [REDACTED]
Alleged Off Campus

[REDACTED] [REDACTED] [REDACTED]
Alleged Off Campus

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 the night of Thursday, November 3, 2022, at approximately 11:30 PM at the house for academic sorority Delta Omega Kappa (DOK), [REDACTED] an incident of hazing was claimed to have occurred. DOK [REDACTED], [REDACTED], inactive member [REDACTED], and alumnus [REDACTED] are claimed to have engaged in inappropriate behavior towards the new members of DOK. The new members present were [REDACTED]

[REDACTED] [REDACTED] is claimed to have threatened physical harm to our new members during a conversation. Then, [REDACTED] [REDACTED], told the new members, [REDACTED] [REDACTED] to stand in a taped off box on the floor and to sing the songs of the sorority. It is noted that degrading comments were made as the songs were sung. [REDACTED] then asked new members [REDACTED] to step forward from the group and sing and dance apart from the other members. At 11:54 PM, the [REDACTED] [REDACTED] active member [REDACTED], [REDACTED] [REDACTED] and active member [REDACTED] arrived to witness these events taking place and witnessed new member [REDACTED] leave the taped box to cry in another room. At this time, [REDACTED] left the house. [REDACTED] followed [REDACTED] and asked [REDACTED] to stop, to which she did not comply at first. Once asked again, [REDACTED] told the girls to stop singing and executive member [REDACTED] and [REDACTED] spoke

to the new members in another room where the new members were crying and visibly upset with the majority of them beginning to cry. It was also noted that active member [REDACTED] was present for the events that occurred, but was not engaging in the behavior that has been deemed inappropriate.

On Friday November 4, 2022, the rest of the executive board was made aware of the situation that unfolded and held a meeting at 5:30 PM. At this meeting, [REDACTED] was given an opportunity to explain the situation. Based on the statements made by [REDACTED], and the present new members, the executive board decided that the events that unfolded were inappropriate and did not accurately represent the new member process of Delta Omega Kappa. Although it is typically a light-hearted tradition to sing the songs of Delta Omega Kappa, it was decided that the events that unfolded took the incident too far.

Action is being taken by the executive board of Delta Omega Kappa to condemn these actions, as it was not approved to have occurred by the sorority. [REDACTED] has been [REDACTED] and is being put on an eight week period of forced inactivation. At the end of this inactive period, [REDACTED] can petition to remain in Delta Omega Kappa with approval of the active chapter. [REDACTED] will not be allowed to attend sorority events for the remainder of the semester at which point after she will [REDACTED] [REDACTED] and [REDACTED] willingly deactivated from the sorority on the morning of November 5, 2022. [REDACTED] [REDACTED] has been removed from her [REDACTED] of DOK. The constitution of DOK will also be revised to clarify what is not tolerated behavior of actives for new members.

Delta Omega Kappa does not condone any instances of hazing and has undergone anti-hazing training to have instances of hazing prevented during the new member process as well as during active status in the sorority. Although no one was harmed physically, Delta Omega Kappa prioritizes the emotional safety of our new members and is reporting this incident as a precedent in student involvement at The Ohio State University.

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

No

What is your desired outcome in making this report?

This report comes from the executive board of DOK. We are reporting to inform the university of the actions have occurred. We recognize that hazing is never okay and that is why we have taken the actions that we have as stated above. Also we believe that one of the best reasons to report hazing is to prevent it from ever happening again. However, from our stand point we can guarantee that this will not happen again with DOK. Ideally we report this and you agree with our actions as to date but we will be compliant in any other action that you require. We have informed our chapter that this report will be filed and to answer any questions that they are asked efficiently and truthfully.

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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:

someone else in the organization

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

[REDACTED] who has filed out this form [REDACTED] Reach out to me with any questions you have.

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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 #00068021

Submitted from 75.76.179.190 and routed to Kelly B. Smith (she/her) (Director)

Modified by Krystal Reeb (she/her) on November 8, 2022 at 1:20:45 pm EST from 74.113.47.183

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

The Ohio State University
Hazing Incident Report

Submitted on November 7, 2022 at 8:31:35 pm EST

Nature Hazing
Urgency Normal
Incident Date and Time 2022-11-03 11:00 PM
Incident Location Off Campus [REDACTED]

Reported by

Name: [REDACTED]
Title: [REDACTED]
Email: [REDACTED]
Phone: [REDACTED]
Address: [REDACTED]
[UNAUTHENTICATED]

Involved Organizations/Individuals

Delta Omega Kappa () [REDACTED] [REDACTED]
Alleged [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.

Due to the recent events that have taken place within our chapter, I have been asked to [REDACTED] [REDACTED] and ultimately forced to after unwarranted accusations of hazing. Due to the microaggressions I have previously faced in Delta Omega Kappa, this blind-sighting experience was more than isolating, humiliating, and felt like racial profiling.

The week of October 31st- November 5th was Delta Omega Kappa's initiation week. As a girl living in the house, we were told new members would be staying the night all week, up to their comfort, from roughly 7pm-6am. The hours which they were told to be acceptable to leave our house were from 6am to 8am. On Thursday November 2, 2022, my [REDACTED] had caught most of the new members (to be initiated on Saturday November 5th) leaving the house from about 2am to 4am, leaving our doors unlocked and windows wide open. Later that day, I had texted our [REDACTED] about this instance and continued to explain that I would be talking to the new member with the house girls later that night as we were the ones affected by their lack of attention to safety.

After our candlelight ceremony that Thursday night, [REDACTED], and I had went to the bar Leo's to wait for all house girls to be present for our conversation on safety. At Leo's we met up with a DOK girl, who is on [REDACTED] At Leo's we had two drinks over the course of two hours. Following our trip to the bar down the street, my roommate [REDACTED] and her boyfriend drove us home.

Upon our arrival, we sang "take a guy into the corner" to [REDACTED] boyfriend with the new members and asked them to meet us in the living room. I noticed not all the new members were there as 3-4 of the 23 new members had class or work excuses and one, [REDACTED], was in the basement [REDACTED] I went downstairs to check on [REDACTED] and told her I was meeting with her pledge class. Upon seeing her eyes [REDACTED] and told her that it is okay if she did not want to come upstairs to our discussion. [REDACTED] proceeded to stand up and come upstairs and I followed behind her.

In our living room space, the new members sat. [REDACTED] and us house girls sat in the dining room where the living spaces are separated off my indented walls but still open for viewing. I spoke about my disappointment in their lack of respect of their safety and ours. Previously in the semester, the [REDACTED] [REDACTED] had discussed concern and plans for the potential of revoking bids. In my portion of this discussion, I told the girls that I am keeping their best interest in mind and I was already concerned about the

potential of [REDACTED] wanting to revoke their bids and that I wanted to sit down and talk to them to avoid any more barriers to their initiation. I asked if the new members had any questions, comments, or concerns before asking the other house girls to speak.

[REDACTED] had jokingly spoken about fighting the girls if they left again but she followed up with saying that she was only concerned about their safety. [REDACTED] spoke about the lack of safety with leaving our doors unlocked that an intruder may try to come in and mentioned leaving our doors open left us vulnerable to intruders. Throughout the conversation, everyone was laughing. [REDACTED] briefly said she was disappointed and then [REDACTED] even spoke about how she would have loved to spend longer in the house during her I-week which was during the pandemic. After this discussion, I proposed that they have one member of their PC be the final person to clean and lock up our doors after their night stay. [REDACTED]

[REDACTED] all offered to help with these activities. I then offered the floor to the new members to ask any questions and bring up concerns but was met with silence. I then reminded them that they can leave at any time but to please text a house girl or their [REDACTED] that they were leaving, and when they made it to their destination.

Following this discussion, I asked for help to move a table after we had taped off a section of our living room. This section of the living room was indicative of the amount of free space we have on a usual chapter night or night that DOK holds events. Due to the small amount of space in this house that is different than the house we had prior, we thought it was important to show the girls a realistic space expectation as they girls had been practicing in the parking lot behind the house prior which is a lot bigger than our house. Initiation is also an event where actives and alumni gather so the spacing can be rather tight. I showed the girls the space and offered that they do not need to go into it this space but this is about how much space they're working with. The girls proceeded to rush the blocked off section. I had asked to see where they were in their songs and dances in preparation for the performances given by new members to the active chapter, and even alumni, on Saturday (the day of initiation) as an offer to help them learn the songs and ask for any clarification. I offered that we all start with DOK, DOK as we had all sung it in the events earlier in the day. [REDACTED] and us house girls offered them lines and sung along until we completed the song. Next I asked what song they knew or wanted to practice. A couple girls had agreed on a song and started singing. After singing, I had asked 3 girls if they wanted to come to the front to change the order. I once again said that they can leave the blocked off section again as the girls were moving up to the front. I had asked the new members to sing what they remember of the song we just sang; however, only the 3 girls who came up to the front sang.

I had asked if they wanted to do one more song and then, [REDACTED] came into our house with a couple DOK girls ([REDACTED]) without prior communication. They had come to our house to do what we had just done. They had all been to Ethyl and Tank previously and took part in the Tank special as stated by both [REDACTED]. Upon their arrival, a couple new members started crying and leaving the room. I had asked [REDACTED] to check on [REDACTED]. A couple new members were trying to show us their dance to another song but I had told them they did not have to. They still danced after they had said they just needed to fix their formations. They proceeded onto the dance and the [REDACTED] had told the girls to stop. As many of the girls looked adamant about finishing, I said they could if they wanted to. Upon their finishing, the [REDACTED] immediately separated the new members from [REDACTED] and us house girls by taking them to the basement. [REDACTED] had also left to check on a new member.

After about 30 minutes of separation, [REDACTED] asked [REDACTED] to come upstairs. Upon the [REDACTED] coming upstairs, us house girls were yelled at and frankly berated. They had said new members alleged that they were forced to dance in a circle or their bids would be revoked, and that they were individually forced to sing and dance. They also mentioned that the new members alleged being physically threatened with violence for not dancing. Upon our discovery, [REDACTED] and I asked to talk to the new members to apologize for any misunderstandings or miscommunications and explain our perspectives. After [REDACTED] spoke to the new members again by themselves for approximately 30 minutes, [REDACTED] and I were called downstairs to apologize. After our apologies for miscommunication, we offered the new members a chance to speak, ask questions, concerns, or air out any grievances. The new members shared

their thoughts and after that we went upstairs to our rooms and gave them their space with the [REDACTED]
[REDACTED] Later that night, we were informed the new members had left for the evening.

Friday morning, I had received plenty text messages about holding an executive board meeting later that night. After discussion in the executive board group chat, we agreed to have an executive board meeting at 5:30pm that day. At 3:44pm before the meeting (and the opportunity to defend myself), I was texted by [REDACTED] [REDACTED] to consider [REDACTED]. At this meeting, the [REDACTED] read statements from new members. I was then asked to "explain myself," in which I explained the events of the night prior. Whenever I took time to explain my perspective or my feelings on the issue, I was immediately shut down, publicly humiliated, and even, berated. When friends like [REDACTED] tried to speak about the events or differed from the opinion of the [REDACTED] they were also shut down and invalidated. New members were also asked to talk about their feelings, opinions, and perspectives later. [REDACTED] also mentioned that I should step down and spoke about the likelihood of [REDACTED] [REDACTED] had also mentioned that they told the new members that I would impeached. [REDACTED] was adamant that I should receive 23 counts of slander.

The resolution of this meeting did not feel like a resolution. The space did not feel like an appropriate and neutral space for this conversation to occur. Our moderators failed to do their job by expressing bias such as, [REDACTED] speaking to the new members being unaware of [REDACTED] personality and that physical threats may have been taken seriously although they were not as indicated by their laughter that night and [REDACTED] saying she wasn't serious and redirected to safety in following statements. Moderators also exemplified their bias by quieting [REDACTED] comments about the racial prejudice displayed. [REDACTED] had personally been there as my support. Ultimately, I have never felt more humiliated in my life and it felt like a modern day witch-hunt.

Please reach out with any questions, needed contact information, or any details regarding the next steps.

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

No

What is your desired outcome in making this report?

Fair and honest resolution

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.

Have you reported this information to any of the following:

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

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

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

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

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

additional questions.

I have provided my name and contact information.

Attachments

img8a8c4a3d71b81.jpeg

Pending IR #00068020

Submitted from 74.135.5.50 and routed to Kelly B. Smith (she/her) (Director). Processed by routing rule #68.

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

November 13, 2022

Delta Omega Kappa - [REDACTED]
Sent electronically to [REDACTED]

PERSONAL AND CONFIDENTIAL

Regarding Case Number: [REDACTED]

Dear [REDACTED] and Members of Delta Omega Kappa,

Student Conduct received information about an incident involving your chapter that occurred on, or around, November 3, 2022. The report concerns allegations of hazing.

As a leader of your chapter, I want to hear from you about this report. Please visit go.osu.edu/DonovanGolich no later than November 16, 2022 to schedule a **Preliminary Meeting** with me. This is a preliminary meeting, not a hearing as no charges have been issued. This meeting offers your chapter the opportunity to share information and ask questions about the Student Conduct process.

Here are a few considerations to note:

- **Registered Co-Leaders:** You may bring a co-leader, such as a vice president, co-captain, secretary, or [REDACTED] to this meeting.
- **Notify Members of Organization.** You are required to notify all members—including new members—about this investigation of your chapter. Please send an email with this letter as an attachment to all members of your chapter and copy Golich.1@osu.edu on the email.
- **Advisor.** Your chapter advisor and Student Activities are copied on this letter and we encourage their participation throughout the Student Conduct process. You are welcome to bring one additional advisor.
- **Student Rights and Responsibilities.** Information about the [Code of Student Conduct and our process](#) is available online. Additionally, I have attached a Statement of Student Rights and Responsibilities (PDF) to this letter.

Relevant Materials

Deadline: These relevant materials must be emailed to Golich.1@osu.edu no later than **November 14, 2022**.

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

- all current members
- all new members
- any members who have disaffiliated from the chapter and/or new member process in the last two semesters

Contact information must include:

- first and last name
- email address
- cell phone number
- school rank (if known)
- officer/leadership position (if applicable)
- member status (new, initiated, disaffiliated, etc.)

Finally, prior to our meeting, if you or other members of your chapter 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 Golich.1@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 Student Conduct process.

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

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

While this meeting is preliminary, it is not optional. If your chapter does not schedule its meeting before Wednesday, November 16, 2022, I may move forward with the Student Conduct process without your chapter's participation. This could result in a formal investigation, charges, a hearing and sanctions.

To schedule your chapter's meeting, please visit go.osu.edu/DonovanGolich and select **Preliminary Meeting**. I look forward to meeting with your chapter.

Sincerely,

A handwritten signature in black ink that reads "Donovan Golich". The signature is written in a cursive style with a long horizontal stroke at the end.

Donovan Golich
Assistant Director

CC: Advisor - Haley Griffin
Associate Director Student Activities - Jen Pelletier

As you navigate our student conduct process, we encourage you to review the information and resources below.



CODE OF STUDENT CONDUCT

The Code of Student Conduct, a part of the Ohio Administrative Code, is established to foster and protect the core missions of the university; to foster the scholarly and civic development of the university's students in a safe and secure learning environment, and to protect the people, properties and processes that support the university and its missions. A current version can be found at studentconduct.osu.edu.



STATEMENT OF STUDENT RIGHTS AND RESPONSIBILITIES

Students will find information about their rights and responsibilities through the student conduct process within the Statement of Student Rights and Responsibilities. A current version can be found at studentconduct.osu.edu.



ADVISOR

The student conduct process is not intended to be confrontational or adversarial. It is understandable, though, that students may be nervous. Students are welcome to bring an advisor or support person to any meetings if they would find that helpful. An advisor can be anyone of your choosing **other than someone involved in the reported incident**. Because federal law requires us to keep educational records confidential and because we respect our student's privacy, we will need written permission to allow an advisor's participation. Permission can be provided using the *Authorization to Release Information* form. The form and additional information about advisors can be found on studentconduct.osu.edu.



ACCOMMODATIONS

Should a student need an accommodation during the student conduct process based on the impact of a disability, please contact the university's ADA Coordinator's office at 614-292-6207 (voice), 614-688-8605 (TTY), ada-osu@osu.edu, or visit ada.osu.edu. If you need more time to seek accommodations, contact your hearing officer.



RELEVANT MATERIALS

If you have relevant materials, for example, your own written statement, text messages, photos, emails, etc., that you would like to share as part of your conduct process, please email any documentation to your hearing officer. If a student has multiple images they would like to submit, a template can be found at studentconduct.osu.edu.



STUDENT ADVOCACY CENTER

The Student Advocacy Center is committed to helping students navigate Ohio State's structure and to resolving issues that they encounter at the university. Their purpose is to empower students to overcome obstacles to their growth both inside and outside the classroom. Visit advocacy.osu.edu or call 614-292-1111 (voice) for more information.



STUDENT LEGAL SERVICES

Student Legal Services at The Ohio State University (SLS) is a non-profit law office that contracts with Ohio State to provide legal services to eligible Ohio State students. If you were cited by law enforcement, SLS can represent you in Franklin County Municipal Court. If you were cited outside of Franklin County, SLS will provide advice and referral. SLS cannot represent you in the student conduct process. For more information about SLS services, eligibility, or to schedule an appointment visit studentlegal.osu.edu or call 614-247-5853 (voice). SLS services are confidential.



COUNSELING AND CONSULTATION SERVICE

CCS provides individual and group mental health services, psychoeducational prevention, and outreach programming to currently enrolled undergraduate, graduate and professional students. To schedule a phone screening, meet with a counselor, or for a list of drop-in sessions, visit ccs.osu.edu.



PUBLIC SAFETY

The Department of Public Safety is committed to protecting the general welfare of the university community and surrounding campus area. To report a crime, register for public safety alerts, learn more about safety programs available to students, or access other public safety resources, visit dps.osu.edu.

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.

information to a hearing packet.

Charge(s)

It is alleged that on, or around, 11/30/2022, your chapter engaged or attempted to engage in conduct that includes, but is not limited to:

- *Public or private displays of humiliation*
- *Being yelled at or cursed at by other members of the group*
- *Lineups*
- *Being confined to small spaces (taped 5'x5' area on floor)*
- *Threat of bodily harm*
- *At least one student made to stay in the house despite severe cat allergies while a cat was in the house.*
- *Alcohol use by returning members drinking at the house prior to the incident.*

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

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

Possible Sanctions

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

Resolution Options

Our chapter takes responsibility for the charge(s):

_____ Option 1 - **Administrative Decision**

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

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

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

Next Steps

Please select your chapter's resolution option by initialing next to that resolution option, acknowledging the decision of your chapter by signing and dating below, and returning this letter to latorre.11@osu.edu no later than 4:30 p.m. on January 16, 2023. Should you have difficulty getting signatures by then, please let me know.

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).

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

If your chapter has any questions, please email me or call Student Conduct at 614-292-0748 between 8 a.m. and 5 p.m. (ET) Monday through Friday.

Sincerely,



Nicholas La Torre (he/him/his)
Assistant Director

Group Leader Acknowledgment of Letter & Resolution Option

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

Group Leader (Primary)

Signature: _____

Date: _____

Group Leader (Secondary)

Signature: _____

Date: _____

Group Advisor

Signature: _____

Date: _____

information to a hearing packet.

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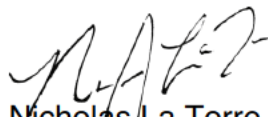
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If your chapter has any questions, please email me or call Student Conduct at 614-292-0748 between 8 a.m. and 5 p.m. (ET) Monday through Friday.

Sincerely,



Nicholas La Torre (he/him/his)
Assistant Director

Group Leader Acknowledgment of Letter & Resolution Option

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

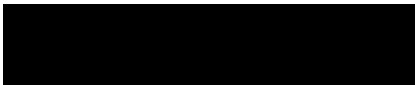
Group Leader (Primary)

Signature: _____



Date: 01/16/2023

Group Leader (Secondary)

Signature:  _____

Date: 01/16/2023

Group Advisor

Signature: _____

Date: _____

- the severity of the violations when considered on a continuum
- the intervention to concerning behavior and self-reporting by the organization
- cooperation and engagement of the organization's leadership and its members

Sanctions

Disciplinary Probation I am placing your organization on disciplinary probation effective immediately through **May 7, 2023**. Probation is a heightened state of warning that does not otherwise control or direct your organization's functioning. Rather, probation supports the organization's efforts to avoid additional violations, which could result in further disciplinary action including extended probation or revocation of your organization's status as a registered student organization.

BuckeyeLearn Anti-Hazing Training All members (100%) must complete the online BuckeyeLearn training titled Collin's Law Anti-Hazing. The training must be completed no later than **February 24, 2023**. The training is available using the following links: <https://go.osu.edu/stophazing> <https://go.osu.edu/stophazingaccessible> - accessible version of the training

The president must delegate the responsibility for tracking and documenting the completion of the training to another officer/executive board member. That officer/member will email instructions that include an internal deadline to complete training that provides sufficient time for members to send the delegated officer/member a copy of their completion certificate PDF. The delegated officer/member will compile the PDFs in alphabetical order and combine them into one document with a roster confirming 100% completion. The delegated member/officer will email that document to latorre.11@osu.edu before 4:30 p.m. on **February 24, 2023**.

Implicit Bias Training The organization has recommended all members (100%) to complete Implicit Bias training. The training must be completed no later than **February 24, 2023**. [REDACTED] will track the implementation of Implicit Bias training and notify me at latorre.11@osu.edu once all members have completed.

I am including this requirement because I believe it will benefit your group. Please note that this outcome concerns only allegations of hazing, which is prohibited by the Code of Student Conduct. Any allegations of or concerns about potential protected class discrimination or harassment are addressed by the Office of Institutional Equity pursuant to the Non-Discrimination, Harassment, and Sexual Misconduct policy.

New Membership Program Review Your organization will review and revise its new-member process with a focus on mission, vision, values, and membership obligations in collaboration with **Jaylen Lindsey.274**, Risk Reduction Specialist in Student Activities. The goal is to produce a new membership plan that creates an extraordinary new member experience and aligns with the original intent of Delta Omega Kappa.

You will identify the purpose of the organization (e.g., goals, experiences, learning outcomes) and evaluate how you can enhance the experience with your new member process. You will also identify any high-risk portions of the process (overnight events).

I expect you to incorporate and address all applicable risk management requirements in your plan. You will develop a plan that aligns the process with your intended purpose, while reducing the opportunities for high-risk situations to derail that purpose. Your plan should identify potential risks and provide alternatives or guardrails to avoid or mitigate those risks. For example, you might identify a particular time period during the new membership process in which hazing has or could occur and plan to mitigate that risk by limiting organization events to only those that occur on campus and are open to all members equally. Another example could involve addressing alcohol use with current members during the new member process.

Prior to implementing, and no later than 4 p.m., on **February 28, 2023**, you will email me at latorre.11@osu.edu a copy of the plan. We will hold a follow-up meeting to discuss your review and proposed plan prior to its implementation so that I may provide feedback. During the implementation of your new plan, you are to observe and reflect on the process to be able to articulate what you have learned from the experience and areas you would like to improve in the future. The new membership program review deadline is subject to availability from Student Activities. If you are unable to schedule with Jaylen Lindsey prior to the deadline, please let me know.

Student Conduct Meeting After the creation of the revised organization plan, the organization president, or designee, and individual(s) in charge of planning/implementing the new member process, need to schedule and hold a meeting with Student Conduct. During this meeting, we will discuss:

- the implementation of the changes proposed
- the efficacy of the revised organization and what you have learned through implementing the changes
- continued learning and implementation for future recruitment cycles This meeting must be scheduled and held by **April 14, 2023**.

Collin's Law

<https://go.osu.edu/collinslawreport>

Collin's Law- Ohio's Anti-Hazing Act- requires each institution of higher education to post a report of all violations of the institution's policy precluding hazing on the institution's publicly accessible website. Accordingly, this outcome and associated public records, will be shared by the university on its websites. We will remove personal identifying information for individual students in accordance with the Family Educational Rights and Privacy Act (FERPA). To view the university's most recent report in compliance with Ohio's Anti-Hazing Act, please visit the

university's stop hazing website or copy the following URL in your browser:
<https://go.osu.edu/collinslawreport>.

Summary of Dates

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

- BuckeyeLearn Anti-Hazing Training due **February 24, 2023**
- Implicit Bias Training due **February 24, 2023**
- New Membership Review due **February 28, 2023**
- Student Conduct Meeting held by **April 14, 2023**
- Probation through **May 7, 2023**

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 **January 27, 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 latorre.11@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.

Requests for Extensions and Modifications

Any request for an extension or a modification of any outcome must come from the chapter president to latorre.11@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.

I encourage you to explore the [resources](#) available to support you through the process (PDF attached).

If you have any questions concerning this matter, please do not hesitate to contact me at 614-292-0748 between 8 a.m. and 5 p.m. Monday through Friday.

Sincerely,

A handwritten signature in black ink, appearing to read 'N. La Torre'.

Nicholas La Torre (he/him/his)
Assistant Director

CC: Jaylen Lindsey - Risk Reduction Specialist
Haley Griffin - Advisor