

Case No: 2023655301

Organization Name: Delta Tau Delta

Incident Date: March 3, 2024

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

**The Ohio State University
Hazing Incident Report**

Submitted on March 4, 2024 at 11:26:51 am EST

Nature	Hazing
Urgency	Normal
Incident Date and Time	2024-03-03
Incident Location	Off Campus Delta Tau Delta Fraternity House

Reported by

Name:	Spencer Fries
Title:	
Email:	safries.65@gmail.com
Phone:	[REDACTED]
Address:	[UNAUTHENTICATED]

Involved Organizations/Individuals

Delta Tau Delta Fraternity ()

Alleged 67 E 15th Avenue

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.

- **New members required to call the active, educators "Pledge Masters", not consistent with the education program laid out by the national Fraternity.**
- **"Pledge DoorDash" - when a group of actives wanted food, an order was texted to a pledge, who was required to pick it up and deliver to the actives.**
- **A pledge was punched very hard in the ribs by an active, extent of injury/injuries unknown.**
- **A pledge was required to hold a plank position until he bled from the elbows.**

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

Unknown

What is your desired outcome in making this report?

Compliance with Collin's Law requires me to report these incidents as soon as I had knowledge of them, as Chapter Advisor.

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

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

I heard of these incidents through word of mouth late on March 3, 2024. I will be launching an internal investigation to discover the extent of the allegations as well as all parties involved. I will assist Ohio State however I can, in compliance with Collin's Law, until the conclusion of the investigation, and will agree to any punitive actions that may be levied by the university.

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 #00079731

Submitted from 108.240.179.129. 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



Status	Active
Report Type	Patrol
Primary Officer	Paul Swan
Investigator	None
Reported At	03/04/24 11:04
Incident Date	03/04/24 11:04
Incident Code	CSA Report : CSA Report
Location	67 E 15TH AVE, COLUMBUS, OH 43201
Zone	Columbus
Beat	Off Campus
Court	None
Ereferral County	None
Disposition	Closed
Disposition Date/Time	03/04/24 11:29
Review for Gang Activity	None
Crime Log Location	67 East 15th Ave.
Crime Log Dispostion	Closed

Offense Information

Offense	Non-Criminal Offense
Statute	
NIBRS Code	
Counts	1
Include In NIBRS	Yes
Completed	Yes
Bias Motivation	No Bias/Not Applicable
Location	Other Location
Entry Forced	No

Dispatch Information

CFS #	CFS24-06983						
Location	67 E 15TH AVE, COLUMBUS, OH 43201						
Incident Code	CSA Report : CSA Report						
Occurred Between	03/04/24 11:04:40 and						
Assigned	11:09:19	Enroute	11:09:19	On Scene	11:09:19	Completed	11:28:42

Complainant

FRIES, SPENCER ADRIAN	Non-Criminal Offense
Male, DOB 7/9/93	
675 LINWOOD AVE	
COLUMBUS, OH 43205	
Cell	
safries.65@gmail.com	Personal

Other

FRIES, SPENCER ADRIAN

Male, DOB 7/9/93

Non-affiliate : Non-Criminal Offense

675 LINWOOD AVE
COLUMBUS, OH 43205

██████████ Cell
safries.65@gmail.com Personal

Primary Narrative By Paul Swan, 03/04/24 11:33

On 3/4/24 at 1109 hours I took a CSA phone report from Spencer Fries in regards to possible hazing practices by the Delta Tau Delta fraternal organization.

Mr. Fries advised early this morning/last night he was made aware of allegations that hazing practices have been occurring in the Delta Tau Delta fraternity. Mr. Fries advised he was told there were pledges being forced to hold the plank position for extended periods of time, the pledges were being used to make food runs for the other active members, the pledges were being forced to refer to some active members as "Pledge Masters", and one pledge was punched in the ribs.

Mr. Fries advised he did not have any specific information as to the locations, individuals involved, or who was reporting this information. I advised Mr. Fries of the Ohio State Student Conduct resources, and jurisdictional boundaries if further assistance was required.

The Ohio State University
Hazing Incident Report

Submitted on March 4, 2024 at 1:32:08 pm EST

Nature **Hazing**
Urgency **Normal**
Incident Date and Time **2024-03-04**
Incident Location **Off Campus**

Reported by

Name: **Teri Cugliari**
Title:
Email: **cugliari.6@osu.edu**
Phone
Address:

[Authenticated as Teri Cugliari]

Involved Organizations/Individuals

Delta Tau Delta ()

Alleged

██████████ ()

██████████

██████████

████████████████████

████████████████████

Alleged

████████████████████

Off Campus

████████████████████

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 March 4, 2024 T. Cugliari was contacted by ██████████ requesting an urgent meeting. T. Cugliari met with ██████████ at 1pm and he disclosed the following.

██████████ over heard ██████████ talking in the living room of the chapter facility about other members in his new member class being hazed. ██████████ stated that one member was punched/hit in the ribs by ██████████ while doing a wall sit . Another member was made to do planks on his toes and elbows (also known as "bows and toes") until his elbows were bleeding.

Additionally there are concerns about excessive work outs in the basement of the chapter facility. ██████████ states when meetings are held in the facility (any meeting, chapter, new members, etc) he does not go into the basement as he is not a member but he always hears yelling and laughing regardless of the type of meeting scheduled to take place.

██████████ is ██████████ and is alleged to be present at these events.

██████████ reports he was talking with some of the guys in one of their rooms one night and they ordered food which he later found out was delivered by a new member. He believes this is common behavior in addition to cleaning tasks and other servitude types of hazing behavior.

██████████ has reported to the DTD house corporation as well as to T. Cugliari.

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

Unknown

What is your desired outcome in making this report?

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

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

N/A

Have you reported this information to any of the following:

Ohio State University Police

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

I have not reported to OSUPD but it is my understanding that the house corporation has reported.

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 #00079740

Submitted from 164.107.182.41. 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 March 4, 2024 at 11:41:31 am EST

Nature	Hazing
Urgency	Normal
Incident Date and Time	2024-03-03
Incident Location	Off Campus 67 E. 15th Ave, Columbus, OH

Reported by

Name:	Evan Webb
Title:	
Email:	webbevana@gmail.com
Phone:	██████████
Address:	[UNAUTHENTICATED]

Involved Organizations/Individuals

Delta Tau Delta ()

67 E. 15th Ave, Columbus, OH

Questions

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

I'm an advisor who was texted relating the potential hazing incident. I've pasted the text I received below and more information gather via a phone call.

Hey evan, ██████████ just called me. He caught wind of some hazing that has happened recently. A pledge got punched in the ribs hard, and another pledge was required to stay in a plank position until his elbows were bleeding. He knows the actives that did it, but not who it happened to.

After speaking with ██████████, I found that the above was disclosed to him during a conversation with another active and a current new member (aka pledge as referenced above). He also mentioned that there was an instance of a late night discussion about food and an active took orders and a new member delivered the food to them. There has also been the potential report of new members being asked to clean the house after some events.

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

Unknown

What is your desired outcome in making this report?

I want to make sure our chapter is not hazing or is held accountable and our new members are safe.

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.

Our new members are safe.

Have you reported this information to any of the following:

Ohio State University Police, someone else in the organization

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

I am one of three alumni who know the details. We are all submitting the form with the best of our knowledge.

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 #00079732

Submitted from 83.136.182.24. 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 March 4, 2024 at 1:08:34 pm EST

Nature	Hazing
Urgency	Normal
Incident Date and Time	2024-03-03
Incident Location	unknown Unknown

Reported by

Name:	Jeffrey Nygren
Title:	
Email:	nygren.jeff@gmail.com
Phone:	[REDACTED]
Address:	[UNAUTHENTICATED]

Involved Organizations/Individuals

Delta Tau Delta ()

Witness

Questions

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

I am a house corporation member and was advised by our house director that he had overheard indications that hazing took place. He heard that a potential new member was punched by an active member. He heard that a different potential new member was required to hold the "plank" position.

I do not know the names or any of the individuals involved at this point.

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

Unknown

What is your desired outcome in making this report?

Proper investigation takes place and at fault individuals are removed from the fraternity.

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

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 #00079738

Submitted from 104.28.110.82. 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

no longer exists

Relevant Materials

Deadline: These relevant materials must be emailed to hamilton.814@osu.edu **no later than Wednesday, March 6, 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) Student conduct system abuse.**

Abuse of any university student conduct system, including but not limited to: (1)

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; (2) Falsification, distortion, or misrepresentation of information before a hearing body, as defined in rule 3335-23-10 of the Administrative Code, or university official; (3) Disruption or interference with the orderly conduct of a student conduct proceeding; (4) Knowingly instituting of a student conduct proceeding without cause; (5) Discouraging an individual's proper participation in, or use of, a university student conduct system; (6) 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; (7) 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; (8) Failure to comply with one or more sanctions imposed under the code of student conduct; and (9) Influencing another person to commit an abuse of a university student conduct system.

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

It is important that you 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,

A handwritten signature in black ink, appearing to read 'D Glassmann'. The letters are stylized and connected.

Danny Glassmann (he/him/his)

Associate Vice President for Student Engagement & Support and Dean of Students

CC:

 Associate Director of Sorority and Fraternity Life - Teri Cugliari

HQ Director of Risk Response and Education- Nick O'Neal (nick.oneal@delts.org)

Advisor- Spencer Fries (safries.65@gmail.com)

Advisor- Evan Webb (webbevana@gmail.com)

March 4, 2024

██████ Delta Tau Delta

PERSONAL AND CONFIDENTIAL

Regarding Case Number: 2023655301

To ██████ and the members of the Beta Phi chapter of Delta Tau Delta:

Student Conduct received information about an incident involving your organization during the spring 2024 semester. 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 Thursday, March 7, 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 March 4, 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 preliminary 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 Thursday, March 7, 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 Thursday, March 7, 2024. I look forward to meeting with your organization.

Sincerely,

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: Associate Director of Sorority and Fraternity Life - Teri Cugliari
HQ Director of Risk Response and Education- Nick O'Neal (nick.oneal@delts.org)
Advisor- Spencer Fries (safries.65@gmail.com)
Advisor- Evan Webb (webbevana@gmail.com)



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

Responsible Office

Office of Student Life

POLICY

Issued: 01/09/2023

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

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

Purpose of the Policy

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

Definitions

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



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

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

Policy Details

I. Scope

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

II. Prohibited Conduct

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

III. Duty to Report to Law Enforcement

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



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

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

IV. Duty to Report to the University

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

PROCEDURE

Issued: 01/09/2023

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



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

IV. Sanctions/Corrective Action

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

V. Public Reporting

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

VI. Amnesty

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

VII. Training

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

Responsibilities

Position or Office	Responsibilities
Consultants, alumni, student organization advisors, and volunteers acting in an official or professional capacity	1. Report hazing to law enforcement and university as set forth in the policy. 2. Complete training as directed by university.
Employees	1. Report hazing to law enforcement and university as set forth in the policy. 2. Complete annual training as directed by university.
Students	1. Report hazing to law enforcement and university as set forth in the policy.



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

Position or Office	Responsibilities
	2. Complete annual training as directed by university.
University	1. Review all reports of hazing received. 2. Notify appropriate law enforcement agencies when a report of hazing is received. 3. Maintain and post report of policy violations on Hazing Prevention website.
University offices	Complete investigation processes related to reported hazing in accordance with applicable procedures.

Resources

Forms

EthicsPoint Anonymous Reporting Form, ohio-state.ethicspoint.com/

Ohio State University Hazing Reporting Form, cm.maxient.com/reportingform.php?OhioStateUniv&layout_id=6

University Policies, policies.osu.edu

Corrective Action and Involuntary Termination, hr.osu.edu/wp-content/uploads/policy815.pdf

Non-Discrimination, Harassment, and Sexual Misconduct, go.osu.edu/non-discrimination-policy

Other Governance Documents

Code of Student Conduct, trustees.osu.edu/bylaws-and-rules/code

Collin's Law: The Ohio Anti-Hazing Act, ohiosenate.gov/legislation/134/sb126

Additional Guidance

Anti-hazing training, go.osu.edu/stophazing

Hazing Prevention website, stophazing.osu.edu

Statewide Educational Plan for Preventing Hazing at Institutions of Higher Education,

ohiohighered.org/sites/default/files/uploads/hazing/Statewide%20Educational%20Plan%20for%20Preventing%20Hazing.pdf

Contacts

Subject	Office	Telephone	E-mail/URL
Policy questions	Office of Student Life	614-292-0748	stophazing@osu.edu stophazing.osu.edu
To make a report	Office of Student Life	614-292-0748	go.osu.edu/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 4, 2024

██████ Delta Tau Delta

PERSONAL AND CONFIDENTIAL

Regarding Case Number: 2023655301

To ██████ and the members of the Beta Phi chapter of Delta Tau Delta:

Student Conduct received information about an incident involving your organization during the spring 2024 semester. 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 Thursday, March 7, 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 March 4, 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 preliminary 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 Thursday, March 7, 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 Thursday, March 7, 2024. I look forward to meeting with your organization.

Sincerely,

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: Associate Director of Sorority and Fraternity Life - Teri Cugliari
HQ Director of Risk Response and Education- Nick O'Neal (nick.oneal@delts.org)
Advisor- Spencer Fries (safries.65@gmail.com)
Advisor- Evan Webb (webbevana@gmail.com)



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

Responsible Office

Office of Student Life

POLICY

Issued: 01/09/2023

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

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

Purpose of the Policy

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

Definitions

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



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

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

Policy Details

I. Scope

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

II. Prohibited Conduct

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

III. Duty to Report to Law Enforcement

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



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

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

IV. Duty to Report to the University

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

PROCEDURE

Issued: 01/09/2023

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



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

IV. Sanctions/Corrective Action

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

V. Public Reporting

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

VI. Amnesty

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

VII. Training

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

Responsibilities

Position or Office	Responsibilities
Consultants, alumni, student organization advisors, and volunteers acting in an official or professional capacity	1. Report hazing to law enforcement and university as set forth in the policy. 2. Complete training as directed by university.
Employees	1. Report hazing to law enforcement and university as set forth in the policy. 2. Complete annual training as directed by university.
Students	1. Report hazing to law enforcement and university as set forth in the policy.



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

Position or Office	Responsibilities
	2. Complete annual training as directed by university.
University	1. Review all reports of hazing received. 2. Notify appropriate law enforcement agencies when a report of hazing is received. 3. Maintain and post report of policy violations on Hazing Prevention website.
University offices	Complete investigation processes related to reported hazing in accordance with applicable procedures.

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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

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- Students are strongly encouraged to meet with a university official.

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- The advisor may be any person other than a witness.
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 - ◊ **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.

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- 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.

proper notice add to this summary and/or the hearing packet that would be created for a hearing. Likewise, your student organization would be invited to add relevant information to a hearing packet.

Charge(s)

It is alleged that on, or around, the spring 2024 semester, your chapter engaged or attempted to engage in conduct that includes, but is not limited to:

requiring, asking, or encouraging new members to engage in acts of servitude, including, but not limited to, picking up food for active members, cleaning the chapter house, setting up for an event, cleaning up after an event, and performing chores within the chapter house

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, 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.

Possible Sanctions

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

Resolution Options

Our chapter takes responsibility for the charge(s):

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

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

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

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

Next Steps

Please select your chapter's resolution option by initialing next to that resolution option, acknowledging the decision of your chapter by signing and dating below, and returning this letter to hamilton.814@osu.edu no later than 4:30 p.m. on April 22, 2024.

Failure to respond to this letter may result in Student Conduct issuing an administrative decision pursuant to section 3335-23-09 of the Code of Student Conduct or scheduling an administrative hearing to resolve the charge(s).

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

Sincerely,



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



Abby Richard (she/her)
Student Conduct Officer

Group Leader Acknowledgment of Letter & Resolution Option

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

Group Leader (Primary)

Signature: _____

Date: _____

Group Leader (Secondary)

Signature: _____

Date: _____

Group Advisor

Signature: _____

Date: _____

CC: Associate Director of Sorority and Fraternity Life - Teri Cugliari
Nick O'Neal, HQ Director of Risk Response and Education
Spencer Fries, Chapter Advisor

proper notice add to this summary and/or the hearing packet that would be created for a hearing. Likewise, your student organization would be invited to add relevant information to a hearing packet.

Charge(s)

It is alleged that on, or around, the spring 2024 semester, your chapter engaged or attempted to engage in conduct that includes, but is not limited to:

requiring, asking, or encouraging new members to engage in acts of servitude, including, but not limited to, picking up food for active members, cleaning the chapter house, setting up for an event, cleaning up after an event, and performing chores within the chapter house

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

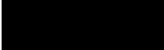
- 3335-23-04 (L) Hazing. Doing, requiring, or encouraging any act, whether or not the act is voluntarily agreed upon, tied to initiation, continued membership, or participation in any group, that causes or creates a substantial risk of causing mental or physical harm or humiliation. Such acts may include, 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.

Possible Sanctions

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

Resolution Options

Our chapter takes responsibility for the charge(s):

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

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

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

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

Next Steps

Please select your chapter's resolution option by initialing next to that resolution option, acknowledging the decision of your chapter by signing and dating below, and returning this letter to hamilton.814@osu.edu no later than 4:30 p.m. on April 22, 2024.

Failure to respond to this letter may result in Student Conduct issuing an administrative decision pursuant to section 3335-23-09 of the Code of Student Conduct or scheduling an administrative hearing to resolve the charge(s).

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

Sincerely,



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

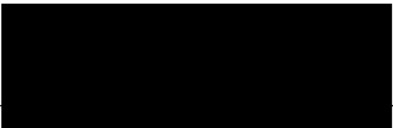


Abby Richard (she/her)
Student Conduct Officer

Group Leader Acknowledgment of Letter & Resolution Option

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

Group Leader (Primary)

Signature:  _____

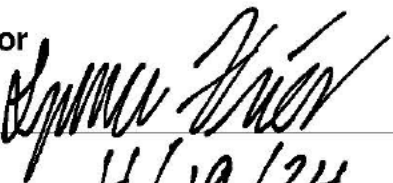
Date: 4-19-2024

Group Leader (Secondary)

Signature:  _____

Date: 4 / 19 / 24

Group Advisor

Signature:  _____

Date: 4 / 19 / 24

CC: Associate Director of Sorority and Fraternity Life - Teri Cugliari
Nick O'Neal, HQ Director of Risk Response and Education
Spencer Fries, Chapter Advisor

May 23, 2024

██████████ Delta Tau Delta
Sent electronically to pott.7@osu.edu

PERSONAL AND CONFIDENTIAL

Regarding Case Number: ██████████

To ██████████ and the members of the Beta Phi chapter of Delta Tau Delta:

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

- 3335-23-04 (L) Hazing. Doing, requiring, or encouraging any act, whether or not the act is voluntarily agreed upon, 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.

Specifically, during the Spring 2024 semester, the Beta Phi chapter of Delta Tau Delta engaged in conduct that includes, but is not limited to:

requiring, asking, or encouraging new members to engage in acts of servitude, including, but not limited to, picking up food for active members, cleaning the chapter house, setting up for an event, cleaning up after an event, and performing chores within the chapter house

Sanction Consideration

I considered the following factors in determining appropriate sanctions:

Prior Conduct History

In reaching the outcome for this case, Student Conduct considered the chapter's recent conduct history, which is significant.

Student Conduct issued an outcome letter on April 26, 2018, to the chapter for violating the alcohol section of the Code of Student Conduct. The chapter was placed on disciplinary probation through May 5, 2019, and completed educational sanctions related to social events and continued meetings with Student Conduct.

Student Conduct issued an outcome letter on June 27, 2019, to the chapter for violating the hazing section of the Code of Student Conduct. The chapter was placed on disciplinary probation until December 15, 2019, and was required to complete a review of their new member experiences and risk management practices.

Student Conduct issued an outcome letter on March 16, 2021, to the chapter for violating the alcohol, endangering behavior, failure to comply with university of civil authority and violation of university rules or federal, state, and local laws sections of the Code of Student Conduct. The chapter was placed on disciplinary probation until December 12, 2021, and completed educational sanctions related to their membership process, the chapters reputation and additional meetings with Student Conduct.

Student Conduct issued an outcome letter on August 22, 2022, to the chapter for violating the alcohol, destruction of property, failure to comply with sanctions and falsification of information sections of the Code of Student Conduct. The chapter was placed on deferred revocation and disciplinary probation until December 17, 2023, and completed educational sanctions around social events and additional meetings with Student Conduct. Additionally, the chapter completed the Plaid program.

Involvement and Engagement

Delta Tau Delta Fraternity has been present and available through the entirety of this conduct process, as well as during previous investigations. For each incident, they have provided evidence of their commitment to support the chapter moving forward. Delta Tau Delta Fraternity understands the significance and impact of the continued incidents and the need for change. Delta Tau Delta Fraternity's outcomes demonstrate a need for increased levels of intentional advising and a revision of chapter operations.

I share this previous conduct history and involvement from Delta Tau Delta Fraternity in an effort to help you understand the extent Student Conduct has continued to support the chapter in redirecting behavior and addressing the culture of hazing evident within the chapter. Each case provided an opportunity for the chapter to recommit to the values of Ohio State and Delta Tau Delta. The previous conduct history shows the chapter's inability to effectively utilize the support and resources offered by Student Conduct and Delta Tau Delta Fraternity to adjust behavior within the chapter.

Outcome

Organization Outcome - Disciplinary Probation & Deferred Revocation

At this time, I am deferring revocation of your chapter's status as a registered student organization. However, any further violation of the Code of Student Conduct, while on probation will result in the immediate revocation of your chapter's status as a registered student organization. Unregistered student organizations do not meet the qualifications of the Greek Housing Standard or the Greek Housing Implementation Report, or benefit from additional privileges provided to registered student organizations.

Your chapter is on probation effective immediately through **May 4, 2025**. Probation is a heightened state of warning that does not otherwise control or direct your chapter's functioning. Even after your chapter's probation period ends, we would consider its disciplinary history when considering sanctions for future violations, meaning revocation of registered status is still a likely outcome beyond the probationary period.

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 **July 12, 2024**. The training is available using the following links:

- go.osu.edu/stophazing
- go.osu.edu/stophazingaccessible (accessible version of the training)

The chapter president must delegate the responsibility for tracking and documenting the completion of the training to another officer/executive board member. That officer/member will email instructions that include an internal deadline to complete training that provides sufficient time for members to send the delegated officer/member a copy of their completion certificate PDF. The delegated officer/member will compile the PDFs in alphabetical order and combine them into one document with a roster confirming 100% completion. The delegated member/officer will email that document to Abby Richard at richard.179@osu.edu before 4:30 p.m. on July 12, 2024.

Membership Recommitment Process

The chapter will complete a membership re-commitment process facilitated by Delta Tau Delta Fraternity. **This process will happen prior to hosting any chapter meetings, recruitment activities, events or gatherings.**

- Delta Tau Delta Fraternity will complete this process based on their parameters. This can include, but is not limited to, individual interviews with members, grade checks, financial status checks and disciplinary records checks. All active chapter members, including new members initiated in Spring 2024, are required to participate in this process. This process must be completed by **August 16, 2024**.
- If members choose not to meaningfully participate in the process, Delta Tau

Delta will consider appropriate action based on their practices, including, but not limited to initiating the chapter's standards process, placing members into alumni status, or revoking membership.

At the conclusion of this process, Delta Tau Delta Fraternity will contact me at richard.179@osu.edu to discuss the outcome of the membership re-commitment process and any themes identified that will be incorporated into the new member process plan detailed below. Additionally, a list of any members who chose to and/or were required to deactivate or go into an early alum status will also be provided to Abby Richard at richard.179@osu.edu.

Officer Transition Meetings

To ensure a successful officer transition and to improve organizational memory, the chapter must plan and implement an officer transition meeting with myself, an SFL representative, the outgoing president, the incoming president, the chapter advisor and at least three other incoming executive board members. The chapter is required to complete these meetings for every officer transition for **the next five years**. Please email me at richard.179@osu.edu to schedule these meetings.

To my knowledge, the organization just had a leadership transition in April 2024. For this year, we will have a modified meeting that will include myself, an SFL representative, the incoming president, the chapter advisor and any other incoming or outgoing executive board members that you would like to be present. This meeting must be completed by **October 25, 2024**.

Transition Binder

Leaders within organizations learn a lot during their tenure. However, these lessons learned can be quickly lost during transition periods. To document these lessons, your chapter will develop a "Transition Binder" or update its transition binder if one already exists. A transition binder can be in a physical or electronic format. This binder should minimally include:

- your chapter bylaws and/or constitution
- risk management policies and procedures (including a pre-event and post-event checklist to ensure compliance with your policies and procedures)
- new member process and procedures
- other policies
- support resources available to the president/executive board/members to support all dimensions of wellness
- contact information and who/why/when to contact
- a minimum one paragraph "lesson learned" summary by each member holding a position within the chapter to guide the member taking over their role
- guidelines for maintaining the binder (e.g., who is responsible for the binder,

when it will be updated, etc.)

- a summary of the organization's conduct history, which will be provided by Student Conduct

You will review this transition binder with a member of the SFL staff by **May 2, 2025**, and make any changes or additions identified as necessary during that meeting. Your chapter will then email a final copy of the transition binder to richard.179@osu.edu by **May 16, 2025**.

Organization Proposed Sanctions

Student Conduct supports all the measures included in the documentation provided by Delta Tau Delta Fraternity including:

- extension of Alumni Supervisory Committee Status
- ASC Oversight for Chapter Officer Elections and Transitions
- chapter Operations and Engagement Calendar
- chapter Culture and Officer Development Retreat
- revised New Member Program
- hazing Prevention Education

Please refer to the letter sent from Nick O'Neal and Tiffani Ziemann on May 13, 2024, for specific information related to these outcomes. Please email me at richard.179@osu.edu by **July 12, 2024**, to share how the chapter plans to communicate the completion of these outcomes issued by Delta Tau Delta Fraternity.

Summary of dates

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

- July 12, 2024: BuckeyeLearn Anti-Hazing Training completed; decision on how to communicate completion of Delta Tau Delta Fraternity outcomes to Abby Richard
- August 16, 2024: Membership Re-Commitment Process completed
- October 25, 2024: First transition meeting completed
- May 2, 2025: Transition binder due to SFL staff member
- May 4, 2025: Disciplinary probation period ends
- May 16, 2025: Transition binder due to Abby Richard

Chapter Communication Plan

To ensure the entire chapter is aware of the chapter's status, at the end of the appeal period, Jack 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 the chapter president to richard.179@osu.edu. The request must contain a detailed explanation of the reason for the request and a new proposed deadline. I will review requests and communicate deadlines and/or next steps through email.

Staffing Change

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

Appeal

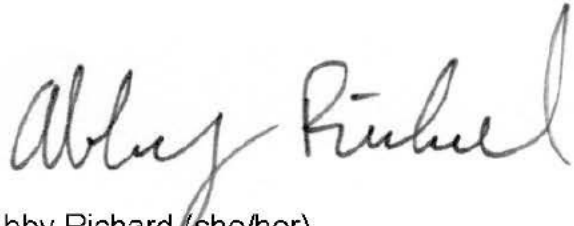
Because you accepted responsibility, you may only appeal on the basis that the disciplinary sanction imposed is grossly disproportionate to the violation committed. To do so, you must submit your [appeal through the online form](#) no later than **4 p.m. (ET) on May 30, 2024**. You can learn more about 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.

Interim Suspension

A recommendation will be submitted to the Dean of Students, Dr. Danny Glassmann, to lift the interim suspension after the conclusion of the appeal period. Please wait for a confirmation letter that the interim suspension has been lifted before taking any action that might violate the terms of the interim suspension. Modifications of the interim suspension can be requested and would require an email to Dean of Students, Dr. Danny Glassmann, with the request and details.


If you have any questions concerning this matter, please do not hesitate to contact me through email at richard.179@osu.edu between 8 a.m. and 5 p.m. Monday through Friday.

Sincerely,



Abby Richard (she/her)
Student Conduct Officer

CC: Director of Sorority and Fraternity Life - Kim Monteaux De Freitas, EdD
Associate Director of Sorority and Fraternity Life - Teri Cugliari
Dean of Students and Associate Vice President for Student Engagement and
Support - Danny Glassmann, PhD
HQ Director of Risk Response and Education - Nick O'Neal
Advisor - Spencer Fries



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

GROUNDINGS FOR APPEAL

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

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

PROCEDURAL ERROR

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

SUBSTANTIAL NEW EVIDENCE

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

GROSSLY DISPROPORTIONATE SANCTIONS

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

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

HOW TO APPEAL

COMPLETE FORM

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

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

REVIEW OF APPEAL

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

FINAL DECISION

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

UPHOLD

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

REMAND OR REFER

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

MODIFY OR REDUCE

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

DISMISS AND VACATE

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

