

Case No: [REDACTED]

Organization Name: Kappa Delta Rho

Incident Date: April 29, 2023

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

**The Ohio State University
Hazing Incident Report**

Submitted on May 3, 2023 at 12:37:48 pm EDT

Nature	Hazing
Urgency	Normal
Incident Date and Time	2023-05-03
Incident Location	Off Campus Kappa Delta Rho property

Reported by

Name:	Kirby Bell
Title:	
Email:	bell.1776@osu.edu
Phone	6146882634
Address:	[UNAUTHENTICATED]

Involved Organizations/Individuals

Kappa Delta Rho Fraternity ()

Alleged

Questions

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

I answered the phone for an individual calling the Student Conduct main line and spoke with an individual from Kappa Delta Rho who would like to remain anonymous. He wanted to report potential hazing behaviors within the chapter and additional concerning behavior. The below information during our phone call:

- KDR recently had a party and brought two chickens. After the party, [REDACTED] members shot the chickens with a shotgun**
- [REDACTED] member got too intoxicated and went to the hospital - he shared this may have already been reported**
- The [REDACTED] requires new members to get drunk and then do as many push ups as the [REDACTED] determines necessary**
- He said the [REDACTED] in general makes the pledges do things he does not agree with but did not give additional specifics**
- Individuals within the organization were playing break or bounce and thinks a bottle hit a member of a different organization. The individuals interacted with the police that night but is not sure of all the details.**
- Use of the N word within the chapter**
- Recently the phrase "cotton picking [n word]" was used within the chapter**
- One of the members nickname is [REDACTED]**
- Sharing images of the Ku Klux Klan in their group message and making jokes about it**
- Making fun of Jewish individuals**

The individual shared they would like to remain anonymous but they are concerned about behavior within the chapter.

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

Yes

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.

The individual shared they are concerned about how the new members are treated

Have you reported this information to any of the following:

other university employee or office

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

Report was made to the Office of Institutional Equity.

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 #00072752

Submitted from 128.146.231.30. 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



DIVISION OF POLICE

Preliminary Investigation

Case Report Number: **230309883-001**

Case Report Date: **4/28/2023 11:44:00 PM**

Case Report

Administrative

Case Number	230309883	Verification Level	
Case Report Number	230309883-001	Latitude	
Subject	254 - Assault - ZIU	Longitude	
Disposition	Active	Jurisdiction	Columbus, OH
Entered On	4/29/2023 12:38:25 AM	Grid	Zone 4
Entered By	Sharma-Subedi, Krishna	Sector	4 Pct
Reported On	4/28/2023 11:44:00 PM	Map	44 District
Reporting Officer	Sharma-Subedi, Krishna	Census/Geo Code	
Reporting Agency	CPD - Columbus Division Of Police	Call Source	Dispatch
Report Type		Related Cases	
Assisted By		Means	
Occurred On (Date and Time)	Friday 4/28/2023 11:44:00 PM	Other Means	
Or Between (Date and Time)		Motives	
Location	124 E 14th Ave	Other Motives	
CSZ	Columbus, OH 43201	Vehicle Activity	
Location Name		Direction Vehicle Traveling	
Target	An Individual	Cross Street	
Verification		Notified	

For Exceptional Clearances

Clearance Basis

Exceptional Clearance Date

Narrative

On the above listed date and time at the above listed location, Officers were dispatched on a report of an Assault. Upon arrival, Officers made contact with the Victim, who stated he was walking Westbound on E 14th Ave and he got into an argument with an unknown persons (not the listed Other person #1 or #2) at the listed location(124 E 14th Ave). The Victim stated unknown persons (not the listed Other person #1 or #2), started throwing bottles and miscellaneous items

from the listed address(124 E 14th Ave) striking the Victim in the head. The listed Witness corroborated the Victim's statement. The Victim stated he does not know who was throwing the bottles.

Officers followed up to the listed location, 124 E 14th Ave and made contact with the listed Other person #1 and #2, who told officers that they don't know who was throwing bottles from their residence.

CFD Medics 7 responded to the scene and transported the Victim to OSU Main.

Officers provided the Victim with the incident report number and left the scene.

Offense

Offense	Assault	Method of Entry For Motor Vehicle Theft	
Code Section			
IBR Code	13C	Method of Entry For Burglary/B&E	
ORC Code	290313	Method of Entry For Burglary/B&E	
IBR Group	A	Method of Operation	
Crime Against	Person	Direction of Entry	
Location Type	Multiple Dwelling	Using	Not Applicable
Secondary Location Type		Weapons	None
Completed	Yes	Criminal Activity	No Gang Involvement
Hate/Bias	No Bias/Not Applicable	Type Security	
Domestic Violence	No	Tools	
Premises Entered			
Entry			

Offenders

Victims

Name: [REDACTED]

Victim Type	Individual
Victim of	290313.13C - Assault

Aliases

Alias

Alerts

Addresses

Address Type	Address	CSZ	County	Country
H - Home	[REDACTED]	[REDACTED]	25 - Franklin	United States of America

Phones

Phone Type	Phone Number
M - Mobile	

Emails

Email Address

Sex	Male	DL State	[REDACTED]
Race	[REDACTED]	DL Country	United States of America
Ethnicity		SSN	
DOB	[REDACTED]	Attire	
Age	[REDACTED]	Employer/School	
Eye Color		Employer Address	
Hair Color		Employer CSZ	
Facial Hair		Occupation/Grade	
Complexion		Testify	
Height	[REDACTED]	Injury	
Weight	[REDACTED]	Victim	
Resident	Resident	Investigative Case Number	
POB			
DLN	[REDACTED]		

Offender Relationships

Offender	Relationship

Circumstances
Just. Hom. Circ.

LEOKA Info

Type	Activity
Assignment	ORI-Other Jurisdiction

Notes
Student.

Witnesses _____

Witness Name: [REDACTED]

Aliases

Alias [REDACTED]

Alerts

Addresses

Address Type	Address	CSZ	County	Country
H - Home	[REDACTED]	[REDACTED]	25 - Franklin	United States of America

Phones

Phone Type	Phone Number
M - Mobile	

Emails

Email Address [REDACTED]

Sex	Male	POB	
Race	[REDACTED]	DLN	[REDACTED]
Ethnicity		DL State	[REDACTED]
DOB	[REDACTED]	DL Country	United States of America
Age	[REDACTED]	SSN	
Eye Color	Unknown	Attire	
Hair Color	Unknown	Employer/School	
Facial Hair		Employer Address	
Complexion		Employer CSZ	
Height	[REDACTED]	Occupation/Grade	
Weight	[REDACTED]	Testify	
Resident	Resident		

Notes

Other Entities _____

Name: [REDACTED]

Entity Type Other Person

Aliases

Alias

Alerts

Addresses

Address Type	Address	CSZ	County	Country
H - Home	[REDACTED]	[REDACTED]	25 - Franklin	United States of America

Phones

Phone Type	Phone Number
M - Mobile	[REDACTED]

Email

Email Address

Sex Male

Race [REDACTED]

Ethnicity [REDACTED]

DOB [REDACTED]

Age [REDACTED]

Eye Color [REDACTED]

Hair Color [REDACTED]

Facial Hair [REDACTED]

Complexion [REDACTED]

Height [REDACTED]

Weight [REDACTED]

Resident Resident

POB [REDACTED]

DLN [REDACTED]

DL State [REDACTED]

DL Country United States of America

SSN

Attire

Employer/School

Employer Address

Employer CSZ

Occupation/Grade

Notes

[REDACTED]

Name: [REDACTED]

Entity Type Other Person

Aliases

Alias

Alerts

Addresses

Address Type	Address	CSZ	County	Country
H - Home	[REDACTED]	[REDACTED]	25 - Franklin	United States of America

Phones

Phone Type	Phone Number
M - Mobile	[REDACTED]

Email

Email Address

Sex	Male	Resident	Resident
Race	[REDACTED]	POB	
Ethnicity		DLN	[REDACTED]
DOB	[REDACTED]	DL State	[REDACTED]
Age	[REDACTED]	DL Country	United States of America
Eye Color	[REDACTED]	SSN	
Hair Color	[REDACTED]	Attire	
Facial Hair		Employer/School	
Complexion		Employer Address	
Height	[REDACTED]	Employer CSZ	
Weight	[REDACTED]	Occupation/Grade	

Notes
Student

Properties



Report Type	External
Primary Officer	Thomas Schneider
Investigator	None
Reported At	04/29/23 03:24
Incident Date	04/28/23 23:44 - 04/28/23 23:55
Incident Code	CSA Report: Aggravated Assault
Location	124 E. 14TH AVE, COLUMBUS, OH 43201 (Phi Kappa Psi)
Zone	Columbus
Beat	Joint Patrol
Court	None
Ereferral County	None
Summary Of Incident	
Disposition	Closed
Disposition Date/Time	04/29/23 03:26
Review for Gang Activity	None
Crime Log Location	E. 14th Ave & Indianola Ave
Crime Log Dispostion	Closed

Offense Information

Offense Assault _ knowingly harm victim
Statute 2903.13A
NIBRS Code 13B - Simple Assault
Counts 1
Offense Details Not Applicable
Include In NIBRS No
Completed Yes
Bias Motivation No Bias/Not Applicable
Location Multiple Dwelling
Entry Forced No

Victim

Male, [Redacted] 2903.13A - Assault _ knowingly harm victim - Not Applicable
 [Redacted]
 [Redacted] Personal

Other

Male, [Redacted] (C) Student: 2903.13A - Assault _ knowingly harm victim - Not Applicable
 [Redacted]
 [Redacted] Cell
 [Redacted] Personal

Primary Narrative By Thomas Schneider, 04/29/23 03:31

CPD Report 230309883.

I responded to the area of 124 E. 14th Ave on a report of a person being struck in the head by an object thrown at them. When I arrived, other responding had already arrived and began collecting information for a report. See CPD report number referenced above.

The victim and witness reported that individuals at the fraternity house located at 124 E. 14th Ave. had begun insulting them from the balcony on the south side of the house as they walked west on E. 14th Ave. At some point, an unknown suspect(s) threw bottles and cans at them from the balcony. One of the objects struck the victim in the head, causing a substantial laceration to the head. First Aid was applied at the scene and a medic was called. The victim eventually was transported to the hospital for treatment in stable condition.

I went to the location of the alleged incident to follow-up with the suspects. When I arrived there, I found a substantial amount of broken glass on the sidewalk and roadway outside the south side of the residence. As I arrived, other officers were already on scene attempting to communicate with the suspect(s) inside the house. These individuals were uncooperative with the investigation and refused to come to the door or answer questions about the incident. They remained visible to officers attempting to communicate with them. During this time, the occupants taunted the officers by loudly playing the NWA song "Fuck the Police", over the officers voices trying to investigate the crime.

Eventually [REDACTED] met with officers outside the south side of the location. They identified themselves as members of the Kappa Delta Rho fraternity. To my knowledge, these [REDACTED] were not positively identified. This conversation was captured on officers BWC. I was told that this was not their fraternity house and that they were "squatting in another fraternity's house essentially". They identified the house as belonging to Phi Kappa Psi. No one we talked to would disclose who threw the object that caused the laceration. As we talked to these [REDACTED] outside the house, other occupants of the house stood on the balcony. I invited them to come outside to discuss what took place and they refused. Near the end of our conversation with these [REDACTED] outside of the house, unknown individuals inside again began obstructing our conversation by loudly playing what sounded like some type of pornographic audio through the speakers on the balcony. We explained that a report would be taken and there could be possible ramifications for the criminal activity as well as student code of conduct violations. No suspect was able to be identified, and no arrest were made at the time of the incident. Officers followed-up with the victim at OSU Hospital and a report was completed.

Refer to Student Conduct & Student Advocacy for follow-up.

[REDACTED] is the name of the witness DOB [REDACTED]
[REDACTED] is the name of the victim DOB [REDACTED]

Supplemental Narrative By Roxanne Smiley, 05/01/23 07:47

This case was reported to the Ohio State University by the Columbus Division of Police as part of the external law enforcement agency request process for non-campus property, report number 230309883. Captured and classified by Compliance Office, reported for inclusion on Daily Crime Log.

May 3, 2023

Kappa Delta Rho

Sent electronically to [REDACTED]

PERSONAL AND CONFIDENTIAL

Regarding Case Number: [REDACTED]

[REDACTED]

Student Conduct received information involving the Kappa chapter of Kappa Delta Rho. The report concerns several allegations regarding potentially prohibited conduct, such as 3335-23-04 (L) Hazing and 3335-23-04 (B1) Endangering behavior, including but not limited to:

- requiring new members to drink alcohol
- injuries occurring due to intoxication
- shooting “chickens with shot guns” at parties
- throwing bottles from the chapter house onto the sidewalk or street

As a leader of your organization, I want to hear from you about this report. **You have scheduled the preliminary hearing for Case Number: [REDACTED] for Thursday, May 4, 2023, at 3:00 p.m. (ET). To optimize the use of resources and time, we will also discuss this case (Case No. [REDACTED]) where we will review the report and you will have the opportunity to share your perspective.**

Here are a few considerations to note:

- **Registered Co-Leaders:** You may bring a co-leader, such as a vice president, co-captain, secretary, or new member educator, to this meeting.
- **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.
- **Advisor.** Your organization's advisor, inter/national headquarters, and/or other relevant university staff are copied on this letter (if applicable) and we encourage their participation throughout the Student Conduct process. You are welcome to bring one additional advisor.
- **Student Rights and Responsibilities.** Information about the [Code of Student Conduct and our process](#) is available online. Additionally, I have attached a

Statement of Student Rights and Responsibilities (PDF) to this letter.

- **Anti-Hazing Policy.** I have attached the Anti-Hazing Policy (PDF) to this letter.

Relevant Materials

As part of the investigation, I am requesting a list of the names and contact information. **You previously emailed me through your OSU email account the organization's roster on April 18, 2023. If this is the most up to date roster, please respond to this email and let me know. If the roster is not up to date, please send me an updated roster by 12:00 p.m. on May 4, 2023 with the following information:**

A lot of names and contact information for:

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

Contact information must include:

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

Finally, prior to our meeting, if you or other members of your organization have relevant materials, for example, written statements, text messages, photos, emails, etc., that you or they would like to share with us, please email them to hamilton.814@osu.edu before our meeting.

Resources

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

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

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

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

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

- Student Legal Services (SLS) provides legal advice (e.g. Collin's Law) and services to eligible Ohio State students.
- If you were cited by law enforcement, SLS can represent you in Franklin County Municipal Court.
- If you were cited outside of Franklin County, SLS will provide advice and referral. SLS cannot represent you in the Student Conduct process. Please call the office for more information about SLS services and eligibility, or to schedule an appointment. SLS services are confidential.

While this meeting is preliminary, it is not optional; 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.

I look forward to meeting with your organization.

Sincerely,



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

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

CC: Assistant Director of Sorority and Fraternity Life - Will Cangialosi
Kappa Delta Rho, Executive Director - Joe Rosenberg
Kappa Delta Rho, Chapter Advisor - Chris Steingass

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.



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/reporthazing
Anonymous report	Anonymous Reporting Line (does not fulfill duty to report under Collin's Law)	866-294-9350	ohio-state.ethicspoint.com
Criminal report – on Columbus campus	University Police	911 (emergency) 614-292-2121 (non-emergency)	dps.osu.edu
Criminal report – off Columbus campus (including regional campuses)	Local law enforcement agency with jurisdiction for location. University Police can assist with identifying appropriate agency.	911 (emergency) Go to stophazing.osu.edu for list of non-emergency phone numbers.	stophazing.osu.edu

History

Issued: 01/09/2023

July 7, 2023

Kappa Delta Rho

Sent electronically to [REDACTED]

PERSONAL AND CONFIDENTIAL

Regarding Case Number: [REDACTED]

Dear [REDACTED] and the members of the Kappa chapter of Kappa Delta Rho:

I am writing to give you an update on your organization's conduct case. I have concluded my investigation and determined there is reasonable cause to issue charges under the Code of Student Conduct. This does not mean your organization has been found in violation of the charges listed below. Rather, as we move forward in the conduct process, this is your organization's opportunity to choose a resolution option. **Please select your organization's resolution option no later than July 14, 2023.**

Charges

It is alleged that during the fall 2022 and spring 2023 semesters, your organization engaged or attempted to engage in conduct that includes, but is not limited to:

- Engaged in behavior that caused or could have caused substantial risk of physical harm to others, including but not limited to, throwing bottles and cans from a balcony onto a public street
- Provided alcohol or made available easily and readily to new members, some of whom were under the age of 21, at an event primarily centered around new members
- Directed new members to engage in embarrassing activities, including but not limited to, new member talent show, calisthenics, and consumption of unusual food combinations likely to cause ill health outcomes (vomiting)
- Held events while the organization was placed on interim suspension

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

- 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.
- 3335-23-04 (L) Hazing. Doing, requiring or encouraging any act, whether or not

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

- 3335-23-04 (I) Alcohol. Use, underage intoxication, production, distribution, sale, or possession of alcohol in a manner prohibited under law or applicable university policy or facility policy.
- 3335-23-04 (G) Failure to comply with university or civil authority. Failure to comply with legitimate directives of authorized university officials, law enforcement or emergency personnel, identified as such, in the performance of their duties, including failure to identify oneself when so requested; or violation of the terms of a disciplinary sanction.

Investigative Summary

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

Link: [REDACTED]

Access Code: [REDACTED]

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

Acceptance/Non-Acceptance or Responsibility

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

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

_____ On behalf of the Kappa chapter of Kappa Delta Rho I do not accept responsibility for one or more of the violations of the Code of Student Conduct as listed under the Charges section of this form. **I request an Administrative Hearing, in accordance with and as provided by Ohio law and the Code of Student Conduct**

to resolve the charges, before a University Hearing Officer. These hearings can be scheduled on any business day.

_____ On behalf of the Kappa chapter of Kappa Delta Rho I do not accept responsibility for one or more of the violations of the Code of Student Conduct as listed under the Charges section of this form. **I request a hearing before the University Conduct Board, in accordance with and as provided by Ohio law and the Code of Student Conduct to resolve the charges.** These hearings are scheduled on Wednesdays and Fridays.

Failure to return this form may result in Student Conduct issuing an administrative decision pursuant to section 3335-23-09 of the Code of Student Conduct or scheduling an administrative hearing to resolve the charges.

Possible Sanctions

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

Acknowledgement

I have received notice of the charges and **I will return this form by email to hamilton.814@osu.edu by July 14, 2023 at 4:30 p.m.** I understand that if I do not return the form, it may result in Student Conduct issuing an administrative decision pursuant to section 3335-23-09 of the Code of Student Conduct or scheduling an administrative hearing to resolve the charges.

Kappa Delta Rho [REDACTED]

Signature: _____ Date: _____

Acknowledgements

Kappa Delta Rho Executive Board Member

Signature: _____ Date: _____

Kappa Delta Rho Advisor

Signature: _____ Date: _____

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

Sincerely,

A handwritten signature in black ink that reads "Becca Hamilton". The script is cursive and fluid.

Becca Hamilton (she/her)

Anti-Hazing Compliance Specialist

CC: Assistant Director of Sorority and Fraternity Life - Will Cangialosi
Kappa Delta Rho, Chapter Advisor - Chris Steingass
Executive Director, Xavier E. Romano (xromano@kdr.com)
Vice President of Risk Management & Standards, Dr. Jarett Lujan
(dr.jarett.lujan@gmail.com)



July 7, 2023

Kappa Delta Rho

Sent electronically to [REDACTED]

PERSONAL AND CONFIDENTIAL

Regarding Case Number: [REDACTED]

Dear [REDACTED] and the members of the Kappa chapter of Kappa Delta Rho:

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

Please select your organization's resolution option no later than July 14, 2023.

Charges

It is alleged that during the fall 2022 and spring 2023 semesters, your organization engaged or attempted to engage in conduct that includes, but is not limited to:

[REDACTED]

[REDACTED] risk of

physical harm to others, including but not limited to, throwing bottles and cans from a [REDACTED]

- Provided [REDACTED] and readily to new members, some of whom [REDACTED] primarily centered around new members
- Directed new members to engage in embarrassing activities, including but not limited to, new member talent show, calisthenics, and consumption of unusual food combinations likely to cause ill health outcomes (vomiting)
- Held events while the organization was placed on interim suspension

[REDACTED]

[REDACTED]

which is prohibited by [REDACTED] of Student Conduct:

- 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.
- 3335-23-04 (L) Hazing. Doing, requiring or encouraging any act, whether or not [REDACTED]

[REDACTED]

[REDACTED]

[REDACTED] the [REDACTED] with initiation, continued membership, or participation in any group, that causes or creates a substantial risk of causing mental or physical harm or humiliation. Such acts may include, but are not limited to, use of alcohol, creation of excessive fatigue, and paddling, punching or kicking in any form. Failure to intervene, prevent, or report acts of hazing may constitute a violation of this section.

- 3335-23-04 (I) Alcohol. Use, underage intoxication, production, distribution, sale, or possession of alcohol in a manner prohibited under law or applicable university policy or [REDACTED].

[REDACTED]-23-04 (G) Failure to comply with university or civil authority. Failure to comply with legitimate directives of authorized university officials, law enforcement or emergency personnel, identified as such, in the performance of their duties, including failure to identify oneself when so requested; or violation of the terms of a disciplinary sanction.

Investigative Summary

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

Link

Access Code

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

Acceptance/Non-Acceptance or Responsibility

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

[REDACTED] Kappa Delta Rho I accept responsibility for the violation of [REDACTED] under the Charges section of this form. I [REDACTED]

_____. On behalf of the Kappa chapter of Kappa Delta Rho I do not accept responsibility for one or more of the violations of the Code of Student Conduct as listed under the Charges section of this form. **I request an Administrative Hearing, in accordance with and as provided by Ohio law and the Code of Student Conduct**

[redacted] **to resolve the charges** [redacted] **officer.** These hearings can be scheduled on any business day.

_____ On behalf of the Kappa chapter of Kappa Delta Rho I do not accept responsibility for one or more of the violations of the Code of Student Conduct as listed under the Charges set forth in this form. I **request a hearing before the University Conduct Board, in accordance with and as provided by Ohio law and the Code of Student Conduct to resolve the charges.** These hearings are scheduled on Wednesdays and Fridays.

Failure to return this form may result in Student Conduct issuing an administrative decision pursuant to section 3335-23-09 of the Code of Student Conduct or scheduling an administrative hearing to resolve the charges.

Possible Sanctions

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

Acknowledgement

I have received notice of the charges and **I will return this form by email to hamilton.814@osu.edu by July 14, 2023 at 4:30 p.m.** I understand that if I do not return the form, it may result in Student Conduct issuing an administrative decision pursuant to [redacted]

Kappa Delta [redacted]

Signature: _____

Date: 7/10/2023

Acknowledgements

[redacted]
Signature: _____

7/11/2023

Kappa Delta Rho Advisor

Signature: _____

Date: _____

[Redacted]

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

Sincerely,

[Redacted]

Becca Hamilton

Becca Hamilton (she/her)

Anti-Hazing Compliance S [Redacted]

[Redacted]
CC: Assistant Director of Sorority and Fraternity Life - Will Cangialosi
Kappa Delta Rho, Chapter Advisor - Chris Steingass
Executive Director, Xavier E. Romano (xromano@kdr.com)
Vice President of Risk Management & Standards, Dr. Jarett Lujan
(dr.jarett.lujan@gmail.com)

[Redacted]

[Redacted]

[Redacted]

[Redacted]

[Redacted]

[Redacted]

From: "Hamilton, Becca" <hamilton.814@osu.edu>
Sent: Thursday, September 14, 2023 1:15 PM EDT
To: [REDACTED]+osu@efc.maxient.com" [REDACTED]+osu@efc.maxient.com>
Subject: Fw: Signing Charge Form KDR

From: Chris Steingass <jsteingass@yahoo.com>

Sent: Tuesday, July 11, 2023 5:55 PM

To: Hamilton, Becca <hamilton.814@osu.edu>; [REDACTED]

Subject: Re: Signing Charge Form KDR

Thanks for the accommodation.

I have read and acknowledge the charge and process form that will be submitted by [REDACTED],
[REDACTED] of Kappa Delta Rho Fraternity.

Christopher S. Steingass
KΔP chapter advisor
July 11, 2023

[Sent from Yahoo Mail for iPhone](#)

August 23, 2023

Kappa Delta Rho

Sent electronically to [REDACTED]

PERSONAL AND CONFIDENTIAL

Regarding Case Number: [REDACTED]

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

I am writing to provide the Kappa chapter of Kappa Delta Rho with my decision. The chapter took responsibility and requested an administrative decision for the following alleged violations of the Code of Student Conduct:

- **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.
- **3335-23-04 (L) Hazing.** Doing, requiring or encouraging any act, whether or not the act is voluntarily agreed upon, in conjunction with initiation, continued membership, or participation in any group, that causes or creates a substantial risk of causing mental or physical harm or humiliation. Such acts may include, but are not limited to, use of alcohol, creation of excessive fatigue, and paddling, punching or kicking in any form. Failure to intervene, prevent, or report acts of hazing may constitute a violation of this section.
- **3335-23-04 (I) Alcohol.** Use, underage intoxication, production, distribution, sale, or possession of alcohol in a manner prohibited under law or applicable university policy or facility policy. 3335-23-04
- **(G) Failure to comply with university or civil authority.** Failure to comply with legitimate directives of authorized university officials, law enforcement or emergency personnel, identified as such, in the performance of their duties, including failure to identify oneself when so requested; or violation of the terms of a disciplinary sanction.

Specifically, it is alleged that during the autumn 2022 and spring 2023 semesters, your organization engaged or attempted to engage in conduct that includes, but is not limited to:

- engaged in behavior that caused or could have caused substantial risk of

physical harm to others, including but not limited to, throwing bottles and cans from a balcony onto a public street

- provided or made alcohol easily available to new members, some of whom were under the age of 21, at an event primarily centered around new members
- directed new members to engage in embarrassing activities, including but not limited to, new member talent show, calisthenics, and consumption of unusual food combinations likely to cause ill health outcomes (vomiting)
- held events while the organization was placed on interim suspension

Sanction Consideration

I considered the following factors in determining appropriate sanctions:

- [REDACTED] initially conveyed inaccurate and/or withheld information but subsequently demonstrated candor and honesty as the investigation progressed
- the organization displayed a commendable sense of responsibility by fully acknowledging and accepting accountability for all violations
- prior to the formal establishment of sanctions, Kappa Delta Rho Headquarters (“KDRHQ”) has taken proactive measures addressing the concerning behavior, including but not limited to, conducting independent judicial hearings, promptly removing members whose values did not align with those of the Kappa chapter of Kappa Delta Rho (“KDR”), and completing an in-person membership review
- our anticipation that KDRHQ will continue to take an active role in providing essential supervision and support for the chapter as the chapter looks for positive growth as a result of the conduct process

Sanctions

Disciplinary Probation

Your chapter has been placed on disciplinary probation effective immediately through May 5, 2024. Probation is a heightened state of warning that does not otherwise control or direct your chapter’s functioning. Rather, probation supports the chapter’s efforts to avoid additional violations, which could result in further disciplinary action including extended probation, deferred revocation, or revocation. 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.

Successful Participation in the Tightrope Modules through Plaid

Plaid is an independent service provider. Per the July 25, 2023, email from Executive Director Xavier Romano, Tightrope is an educational program offered through Plaid that addresses multiple topics, including mental health, sexual misconduct, hazing, AOD issues, and risk management. KDRHQ confirmed KDR will utilize the Tightrope program this autumn semester.

Student Conduct supports educational opportunities and accepts this proposal. The Tightrope program is an online suite of the below five courses:

- The Facts About Alcohol and Other Drugs
- Healthy Relationships and Sexual Misconduct
- Mental Health
- Hazing Awareness and Being a Safe Student
- The Culture of Drinking

KDR must successfully complete the Tightrope program proposed by KDRHQ. This requirement includes the following expectations:

- the program requires active, verified participation from all chapter members
- upon conclusion of the program, a representative from the Tightrope program will provide Student Conduct with a written summary that describes the chapter's participation and an assessment of the chapter's strengths and room for growth areas
- if at any point during the program, a representative from the Tightrope program concludes that the chapter is no longer making a good faith effort to participate in and complete the program, the representative should notify Becca Hamilton at hamilton.814@osu.edu as soon as possible
- all costs for the program are to be borne by the chapter

Should the chapter fail to successfully participate and complete the Tightrope program by Friday, November 10, 2023, it will be considered a violation of section 3335-23-04 (M8) of the Code of Student Conduct.

State of the Chapter Communication

Student Conduct and KDRHQ both value transparency with active members and their parents/guardians. The chapter should take pride in its willingness to change course. Student Conduct is recommending that KDR members work collectively to draft a "State of the Chapter" update to send to all active members and their parents/guardians.

Student Conduct recommends the update include:

- a description of the Tightrope program and any costs individual members are

- responsible for paying
- an acknowledgement that the chapter's participation in the Tightrope program was a result – in part – of violations of the Code of Student Conduct (must list each violation; note the chapter could accomplish this by providing parents/guardians with a copy of this letter)
- a statement from a KDRHQ representative supporting the chapter's participation in the Tightrope program

The update may include any further initiatives and measures that the chapter intends to undertake in their pursuit of aligning their values with those of KDR and the university. Student Conduct is available to help review the update and provide guidance and support. Please submit a draft of the update to Becca Hamilton at hamilton.814@osu.edu for final approval no later than Friday, September 8, 2023.

Executive Board Review

Prior to formal Student Conduct sanctioning, KDRHQ conducted a review of KDR's executive board. Per the July 25, 2023, email from Executive Director Xavier Romano, the strategy KDRHQ used in interviewing the Kappa Executive Board was to work to define where the "challenges" exist and "meet them head-on." Per said email, Xavier Romano stated KDRHQ is committed to working with the Kappa Executive Board the 2023-2024 academic year to become a "real and vital resource" for the men.

KDRHQ completed interviews of [REDACTED]
All interviews were completed by Friday, July 28, 2023. As a result, [REDACTED]
[REDACTED]
[REDACTED] In addition, [REDACTED]
[REDACTED]

Student Conduct acknowledges and supports the decisions made by KDRHQ and individual members.

Kappa Chapter Membership Review

KDRHQ made arrangements to conduct a Kappa Chapter Membership Review from August 16, 2023, through August 22, 2023. Student Conduct supports KDRHQ in their decision to conduct a Kappa Chapter Membership Review.

The Kappa Chapter Membership Review must involve a member recommitment process where KDRHQ will evaluate each member's status, officer role, and fit regarding their membership within the KDR.

The advisor and/or KDRHQ representative will provide a summary and the outcome of the membership review via email to Becca Hamilton at hamilton.814@osu.edu for Student Conduct and Will Cangialosi at cangialosi.4@osu.edu for Sorority and

Fraternity Life by Friday, September 15, 2023.

KDRHQ has informed Student Conduct that it will direct the chapter to prohibit all individuals expelled from the fraternity (or who otherwise do not receive approval to continue membership after the completion of the Kappa Chapter Membership Review) from being present at KDR designated chapter house(s), annex house(s), and any event hosted/co-hosted/sponsored by KDR. Student Conduct supports KDRHQ's direction. KDRHQ is actively disassociating all members from KDR whose values do not align with those of KDR, and Student Conduct understands these measures are being implemented to ensure that KDR can progress in accordance with its core principles.

Student Conduct expects full compliance with all directives given to your organization by your headquarters concerning any members who were expelled from July/August 2023 judicial hearings or removed because of the Kappa Chapter Membership Review.

Review of the New Member Process

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

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

- identify the purpose of the new member process (e.g., goals, experiences, learning outcomes) and evaluate how you can enhance the experience
- identify high-risk portions of the process (e.g., overnight activities, Big/Little reveal, social events with alcohol) that have traditionally involved hazing, alcohol or other drugs, or other risky behavior
- identify alternatives or new events to replace any events or activities that are identified as high-risk
- incorporate and address all applicable risk management requirements

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

- a summary of the review process identified above
- your new plan for the new member process including events, details of the events, how details of the process will be shared, where events will be held, how advisors will be recruited for the events
- how the replacement events you have created will reduce risk to active and new members
- your plans as a chapter to educate both new members and active members on

expectations during the new member process and hazing in addition to the completion of the Collin's Law Anti-Hazing Training required by the university

- how the chapter would report any concerning behavior that could happen during the new member process

Prior to implementing, and no later than Friday, September 15, 2023, you will email Becca Hamilton at hamilton.814@osu.edu and Will Cangialosi at cangialosi.4@osu.edu a copy of the plan and schedule a follow-up meeting to discuss your review and proposed plan prior to its implementation for feedback.

New Member Calendar

During the duration of Kappa Delta Rho's probation, your chapter will submit a New Member Calendar by Friday, September 15, 2023, for the autumn 2023 semester and by the second Monday of the spring 2024 semester for the spring 2024 semester. The New Member Calendar will outline the dates of planned events (i.e., meetings, brotherhoods, etc.) including the names of the organization leaders who will be facilitating the process and the most current materials. The New Member Calendar shall be submitted via email to Becca Hamilton at hamilton.814@osu.edu and Will Cangialosi at cangialosi.4@osu.edu.

New Member Education

██████████, including ██████████, must attend the Student Fraternity Life (SFL) New Member Educator Institute on Sunday, August 27, 2023, from 4-6 p.m. Prior to the New Member Educator Institute, ██████████ will email Becca Hamilton at hamilton.814@osu.edu to confirm ██████████ who will be attending the Institute. All attendees must register to attend. Below is the link to register for the event:

https://sfl.osu.edu/current_members/leadership_development/nmei/

██████████ who attend the New Member Educator Institute must meet with your SFL liaison, Will Cangialosi, within two weeks after the Institute to have a meaningful and engaging conversation concerning the information presented.

BuckeyeLearn Collin's Law Anti-Hazing Training

As part of The Ohio State University's commitment to promoting a safe and healthy campus environment, members of the university community have the right to be free from all forms of hazing. Per the university's Anti-Hazing Policy, students are expected to conduct themselves in a manner that maintains an environment free from hazing, and

established requirements for hazing education and reporting.

All members (100%) must complete the online BuckeyeLearn training titled Collin's Law Anti-Hazing Training. The training must be completed as soon as possible but no later than 4:30 p.m. on Friday, September 22, 2023.

██████████ must delegate the responsibility for tracking and documenting the completion of the training to another officer/executive member. That officer/member will email instructions that include an internal deadline to complete training the 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 Becca Hamilton (hamilton.814@osu.edu) as soon as possible but no later than 4:30 p.m. on Friday, September 22, 2023.

Community Service

Members who were active members of the Kappa chapter during the spring 2023 semester who are active members for the autumn 2023 semester must complete two hours of community service each. Student Life Program Manager Rachel DeMooy (DeMooy.2@osu.edu) and her team lead three Community Clean Ups throughout the autumn 2023 semester. There are three Community Clean Ups scheduled for the autumn 2023 semester from 10 am-12 pm:

- September 17, 2023
- October 22, 2023
- November 19, 2023

Once registered, members will receive an email from Undergraduate Student Government ("USG") with additional information including where to meet and what to wear.

██████████ understands he is responsible for confirming all required active members sign up and attend at least one of the three Community Clean Up options. ██████████ shall email a list of members who will be participating in a Community Clean Up no later than the Friday before each date. USG keeps track of attendance. After each event, Becca Hamilton will confirm attendance with USG and the Office of Student Life.

The Office of Student Life Sorority and Fraternity Life sets forth [minimum expectations](#) of each chapter, including requesting each SFL community member to report service hours and each chapter to complete at least 5 hours of community service/member each semester. This sanctioned community service will be in addition to all community service submitted to the Office of Student Life and Sorority and Fraternity Life on behalf

of the organization and organization members.

Any money received on behalf of the organization for community service under this sanction, if applicable, shall be donated to a program that supports anti-hazing prevention and efforts. Such donation(s) shall not count toward "[philanthropy dollars](#)" set forth by the Office of Student Life and Sorority and Fraternity Life.

If there is insufficient availability between the three Community Clean Up dates, [REDACTED] shall email Becca Hamilton at hamilton.814@osu.edu to discuss alternative community service options and new deadline, if applicable.

Creating a Welcoming Brotherhood

[REDACTED] will coordinate with SFL liaison Will Cangialosi to identify two educational opportunities/activities that promote inclusivity and emphasize fostering an atmosphere of mutual respect of all individuals from diverse backgrounds. [REDACTED] will email Will Cangialosi at cangialosi.4@osu.edu to discuss educational opportunities/activities. Once identified, [REDACTED] will email Becca Hamilton at hamilton.814@osu.edu to confirm the details of the two educational opportunities/activities, including but not limited to, the event date and time, a summary of the educational opportunity/activity, outcome goals, and who will be leading the educational opportunities/activities. Student Conduct must approve the educational opportunities/activities. A minimum of 85% attendance of current members is required for each educational opportunity/activity.

[REDACTED] shall take attendance of members at each educational opportunity/activity. [REDACTED] will email Becca Hamilton at hamilton.814@osu.edu to confirm the completion of each educational opportunity/activity and a list of members in attendance. [REDACTED] will copy Will Cangialosi (Cangialosi.4@osu.edu) on both emails. The two educational opportunities/activities shall be completed by Friday, April 5, 2024.

Alcohol Restriction

During the investigation, it was found that active members made alcohol readily and easily available to the new members, including at an event primarily held for new members after bids were received, and without any form of age identification. The chapter may not host or co-host any events where alcohol is present until the Tightrope program is complete. I expect your chapter to engage with its members and community during this period, therefore you may host alcohol-free events during this time. I strongly encourage you to work with your SFL Liaison Will Cangialosi at cangialosi.4@osu.edu for information regarding the scheduled, hands-on community events plan for the autumn semester in which the members of KDR can participate.

Accordingly, you must provide a copy of at least two registered alcohol-free events for the autumn 2023 semester to me no later than Friday, September 1, 2023.

Social Event with Alcohol Requirements

Once your chapter has successfully completed the Tightrope program, the chapter will be able to host events with alcohol. The first social event the chapter holds with alcohol present will be for active members of the chapter only. The social gathering must either be held at a third-party location with a bartender, or within the chapter house where an independent, non-member bartender is present to manage the distribution of BYOB alcohol.

Thereafter, the chapter will be able to host/co-host events with alcohol with the following requirements through May 5, 2024:

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

The purpose of the requirements is to support your chapter in hosting and co-hosting social functions in full compliance with risk management guidelines, state and local laws and statutes, and other applicable university policies. I encourage you to consider making this requirement part of your common practice to enhance the safety of your guests and reduce risk to your chapter.

Status Meetings

████████████████████ must meet with Student Conduct and Will Cangialosi at least twice a semester until May 4, 2024. These meetings can be in person or over Zoom. While it is helpful to have the local advisors and a KDRHQ representative in attendance, that is not required for all check-in meetings.

Autumn 2023 Recruitment

Per the August 2, 2023 email sent by Director of Character Development Irving Montgomery, the members of the Kappa chapter elected to focus on their sanctions and reorganization for the autumn 2023 semester and will postpone autumn 2023 recruitment until certain sanctions are complete. Student Conduct supports KDR's decision. Prior to beginning autumn 2023 recruitment, KDR must complete the following sanctions:

- Tightrope Program through Plaid
- Membership Review and Re-Commitment
- At least one meeting with Student Conduct and SFL Liaison Will Cangialosi

To ensure successful recruitment for the 2023-2024 academic year, all recruitment events must be held at the chapter house(s) or an OSU facility.

Summary of Dates

Outlined below is a summarized schedule of the sanction due dates. This summary is intended to provide an overview. *Refer to the Sanction section of this letter for a thorough breakdown of the sanctions and to ensure the completion of all obligations.*

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

- Disciplinary probation through May 5, 2024
- Required active members attend one of the three Community Clean Up: September 17, 2023; October 22, 2023; November 19, 2023
- KDRHQ Kappa Chapter Membership Review: August 16, 2023-August 22, 2023
- Three executive members attend New Member Educator Institute: August 27, 2023
- Email two registered alcohol-free events to Student Conduct by September 1, 2023
- Email "State of the Chapter" communication update to Student Conduct by September 8, 2023
- Email BuckeyeLearn Collin's Law Anti-Hazing Training completion certifications to Student Conduct by September 22, 2023
- Email summary of Kappa Chapter Membership Review to Student Conduct by September 15, 2023
- Email New Member Review Plan to Student Conduct by September 15, 2023
- Email New Member Calendar to Student Conduct by September 15, 2023
- Begin autumn 2023 semester recruiting after completion of: (1) Tightrope program; (2) membership review; and (3) one meeting with Student Conduct and SFL Liaison
- Completion of Tightrope program by November 10, 2023
- Completion of two brotherhood educational opportunities/activities by April 5, 2024
- No events held with alcohol before completion of Tightrope program
- Social events with alcohol requirements until May 5, 2024
- Two status meetings per semester with Student Conduct and SFL Liaison through May 4, 2024

Follow Up Communication

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

Further, it is important that [REDACTED] identify opportunities to delegate responsibilities to other executive board members and chapter leaders. Any tasks assigned to [REDACTED] in this outcome letter may be delegated to another member. Please email hamilton.814@osu.edu to share contact information for other chapter leaders responsible for the requirements in this letter.

Requests for Extensions and Modifications

Any request for an extension or a modification of any outcome must come from [REDACTED] to hamilton.814@osu.edu. The request must contain a detailed explanation of the reason for the request.

Collin's Law Report

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

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

Staffing Change

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

Appeal

Because you accepted responsibility, you may only appeal on the basis that the disciplinary sanction is grossly disproportionate to the violation committed. To do so, you must submit your appeal in writing no later than 4 p.m. on August 30, 2023. You should use the online appeal form found at <https://go.osu.edu/appeals>, or the form attached to this letter to submit your appeal. If you elect to use the attached document, please scan and email it by the deadline to hamilton.814@osu.edu. If you do not submit

an appeal, this decision will be effective at the end of your appeal period. If you have any questions, call (614) 292-0748 prior to the expiration of your appeal period.

Students are responsible for requesting accommodations when they feel they are needed. Should you need an accommodation based on the impact of a disability during the Student Conduct process, please contact the university's ADA Coordinator's office at (614) 292-6207 (voice), (614) 688-8605 (TTY), ada-osu@osu.edu, or visit <https://ada.osu.edu/>. One week's notice will allow for seamless access. Should you need additional time in order to seek any appropriate accommodation, please contact me immediately.

If you have any questions concerning this matter, please do not hesitate to contact me at hamilton.814@osu.edu.

Sincerely,

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

Becca Hamilton (she/her)

Anti-Hazing Compliance Specialist

CC: Assistant Director of Sorority and Fraternity Life - Will Cangialosi
Kappa Delta Rho, Chapter Advisor - Chris Steingass
Executive Director, Xavier E. Romano (xromano@kdr.com)
Vice President of Risk Management & Standards, Dr. Jarett Lujan
(dr.jarett.lujan@gmail.com)

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).

