

Case No: [REDACTED]

Organization Name: Phi Chi Theta

Incident Date: January 1, 2022

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

The Ohio State University
Hazing Incident Report

Submitted on February 14, 2023 at 6:41:52 am EST

Nature **Hazing**
Urgency **Normal**
Incident Date and Time **2022-01-01**
Incident Location **Off Campus Columbus, Chicago, Gatlinburg**

Reported by

Name:

Title:

Email:

Phone:

Address:

[Authenticated as Kelly Smith]

Involved Organizations/Individuals

Phi Chi Theta ()

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.

From anonymous EthicsPoint report:

Note -- report identifies multiple periods of time during 2022 - 1/1/2022 incident date selected as placeholder.

Case Details

Reported tier information

Case type:

Allegation

Intake method:

Hotline Web

Location

Organization/Building name:

OUCI

Location/Address:

Phi Chi Theta Business Fraternity at Ohio State Columbus Campus. Incidents also occurred at Fall 2022

Professional Retreat in Chicago, Spring 2022 Social Retreat in Gatlinburg Tennessee.

Country/Territory:

United States of America

Reporter Information

Is the reporter an employee?

No

Reporter anonymous:

Yes

Case Information

Relationship to Institution:

Student

Please identify the person(s) engaged in this behavior:

██████████ - ██████████

██████████ - ██████████

██████████ - ██████████

Do you suspect or know that a supervisor or management is involved?

Do Not Know / Do Not Wish To Disclose

Is management aware of this problem?

Do Not Know / Do Not Wish To Disclose

What is the general nature of this matter?

PCT swiftly and secretly hazes and coerces new members into: Alcohol use, drug use, 10+ hours of coffee chats each week, dressing up on Thursdays

Where did this incident or violation occur?

Gatlinburg and OSU Columbus Campus

Please provide the specific or approximate time this incident occurred:

Has been going on since I got a bid from PCT [REDACTED]. (and from what I have heard from older members, they happened in the past)

How long do you think this problem has been going on?

More than a year

How did you become aware of this violation?

I observed it

Please identify any persons who have attempted to conceal this problem and the steps they took to conceal it:

[REDACTED] and others instructed everyone to delete all "Unofficial Activities"(what PCT calls drinking, drugs, hazing, and forbidden activity)

Details:

- Phi Chi Theta hazes new members at the end of every semester via their "keg race." Multiple Kegs are purchased and all members, especially the new members are expected to drink a lot of beer. New members are also expected to do "Keg Stands" at the Keg Race where its a competition to see who drinks for the longest.

- Phi Chi Theta hazes new members into their "secret frat/groupme" called "HCT" or "High Chi Theta." The HCT group consists of only PCT members. To get "initiated" into HCT, PCT members(usually new members) must show proof of being able to smoke a lot of weed

- Phi Chi Theta hazes and endangers its members during its annual spring Social Retreat in Gatlinburg, Tennessee. All Members are expected to drink a lot throughout the weekend. PCT always has a "Beer Olympics" at the retreat. On the last night of the retreat their is a "Redneck Wedding" where everyone makes fun of one of the 2 people getting married and then the couple is expected to go a bedroom and have sex to "Consummate the Marriage." Dangerous and illegal behavior is enabled at the Gatlinburg retreat via: underage drinking, males "taking advantage" of drunk females, drug use(Cocaine, Acid, Marijuana, Nicotine products), and drunk driving.

- I believe PCT's [REDACTED] recently received a grant for a leadership retreat to Hocking Hills. [REDACTED]

[REDACTED] say that they will be drinking and smoking the entire time

- Ultimately PCT forces new members to drink alcohol and smoke weed if they want to fit in

- PCT also makes all new members complete 10 coffee chats per week

- PCT makes their new members dress in Business Casual every Thursday

- I uploaded roughly 10-15 pictures and images. please let me know if they didn't upload.

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:

other

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

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

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

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

I have provided my name and contact information.

Attachments

case278.pdf

Pending IR #00070534

Submitted from 173.88.82.210 and routed to Kelly B. Smith (she/her) (Director). Processed by routing rule #68.

Copies to: hamilton.814@osu.edu, brewer.412@osu.edu, records@osu.edu

**The Ohio State University
Hazing Incident Report**

Submitted on February 14, 2023 at 6:41:52 am EST. Last modified February 14, 2023 at 6:45:17 am EST.

Nature	Hazing
Urgency	Normal
Incident Date and Time	2022-01-01
Incident Location	Off Campus Columbus, Chicago, Gatlinburg

Reported by

Name:
Title:
Email:
Phone
Address:

Involved Organizations/Individuals

Phi Chi Theta (OrgPhiChiTheta)
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.

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Organization/Building name:

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Location/Address:

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Professional Retreat in Chicago, Spring 2022 Social Retreat in Gatlinburg Tennessee.

Country/Territory:

United States of America

Reporter Information

Is the reporter an employee?

No

Reporter anonymous:

Yes

Case Information

Relationship to Institution:

Student

Please identify the person(s) engaged in this behavior:

██████████ - ██████████

██████████ - ██████████

██████████ - ██████████

Do you suspect or know that a supervisor or management is involved?

Do Not Know / Do Not Wish To Disclose

Is management aware of this problem?

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Has been going on since I got a bid from PCT [REDACTED]. (and from what I have heard from older members, they happened in the past)

How long do you think this problem has been going on?

More than a year

How did you become aware of this violation?

I observed it

Please identify any persons who have attempted to conceal this problem and the steps they took to conceal it:

[REDACTED] and others instructed everyone to delete all "Unofficial Activities"(what PCT calls drinking, drugs, hazing, and forbidden activity)

Details:

- Phi Chi Theta hazes new members at the end of every semester via their "keg race." Multiple Kegs are purchased and all members, especially the new members are expected to drink a lot of beer. New members are also expected to do "Keg Stands" at the Keg Race where its a competition to see who drinks for the longest.

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Modified by Kelly B. Smith (she/her) on February 14, 2023 at 6:45:17 am EST from 173.88.82.210

Copies originally to: hamilton.814@osu.edu, brewer.412@osu.edu, records@osu.edu

Case: 278 - Hotline Web
Student Conduct
Other

Case Snapshot

Opened: 02/13/2023
Days open: Less than 24 hours
Last modified: 02/13/2023 8:57 PM
Intake method: Hotline Web
Status: Open
Alert: Green

General Case Info

Case number:
278
Received/Reported date:
02/13/2023
Language:
English
Assigned tier:
Student Conduct

Issue

Primary issue:
Other

Case Details

Reported tier information

Case type:
Allegation
Intake method:
Hotline Web

Location

Organization/Building name:
OUCI
Location/Address:
Phi Chi Theta Business Fraternity at Ohio State Columbus Campus. Incidents also occurred at Fall 2022 Professional Retreat in Chicago, Spring 2022 Social Retreat in Gatlinburg Tennessee.
Country/Territory:
United States of America

Reporter Information

Is the reporter an employee?
No
Reporter anonymous:
Yes

Case Information

Relationship to Institution:
Student

Please identify the person(s) engaged in this behavior:

[REDACTED] - [REDACTED]
[REDACTED] - [REDACTED]

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Follow-ups

Reporter Additional Information

There are no additional notes for this incident.

Questions/Comments and Reporter Responses

There are no questions asked by the client.

Assignments & Access

Case assignee(s): None

Restricted access: None

Case access list: Bell, Kirby; Carson, Katelyn; Glaros, Chris; Grosh, Leigha; Hamilton, Becca; Haque, Nadia; La Torre, Nicholas; Ninneman, Meghan; Reeb, Krystal; Smith, Kelly; Tobias, Jessica; Wiechart, Kendra

Info Contributors

None

Participants

Name	Job Title	Relationship	Role	Results	Notes
[REDACTED]	[REDACTED]	None	None	None	
[REDACTED]	[REDACTED]	None	None	None	
[REDACTED]	[REDACTED]	None	None	None	

Attachments

Files from Reporter

	File	Description	Date
#1	1E2A216C-660E-4999-BE5B-E317F95EC7FD.jpeg	High Chi Theta helping members acquire marijuana illegally	02/13/2023
#2	A054F29F-5F1E-475E-BE62-ABE4956E9E37.jpeg	Example of [REDACTED] forcing a drinking game on members	02/13/2023
#3	6B944C0F-874B-4828-B224-84D903BEFC1D.jpeg	Member setting up for Wedding at Spring retreat	02/13/2023
#4	663BDF82-D69D-4F34-90A2-3C4C751B32AA.jpeg	Alcohol with cups for drinking games present at the spring retreat	02/13/2023
#5	EF91E29B-CB89-4FDB-895A-246B4AFA9A85.jpeg	list of Beer Olympics team	02/13/2023
#6	29BCDCCF-63CF-4093-8783-0B3404D87BD9.png	High Chi Theta arranging marijuana smoke sessions and trying to buy bongs to smoke marijuana	02/13/2023
#7	E9EC6EF4-79AB-4ED4-A264-D80308545966.png	[REDACTED], [REDACTED], telling members how to sneak into a bar during the Phi Chi Theta Professional Retreat in Chicago	02/13/2023
#8	D9B7D621-1271-4201-89F7-0D6369E36C5A.png	Underage members celebrate sneaking into a bar during the Phi Chi Theta Professional Retreat in Chicago. "Fuck DSP" is making fun of another Business Frat at OSU, DSP.	02/13/2023
#9	AB3FEC9A-5E21-4E88-BC96-6B266B104B6C.png	[REDACTED] (under 21), [REDACTED] arranges a PCT underage drinking party	02/13/2023
#10	2DA4CE31-71B8-4802-81BA-7F02793B5026 1 201 a.jpeg	Pledge throwing up in a trash can after members forced him to drink a bottle of liquor. As the pledge was throwing up, members pulled his pants down	02/13/2023
#11	A841E900-5A0B-4201-9DB7-41C29DFDC71F.mp4	[REDACTED], [REDACTED], forces member to drink alcohol even though the member is so intoxicated that they can barely stand.	02/13/2023
#12	5C44B270-5627-42CF-9FB7-447FE20838C6.mp4	Member smokes Marijuana out of bong	02/13/2023
#13	0998E21B-96CF-406A-8F28-5033D59494B8.jpeg	[REDACTED], [REDACTED], smokes at a Phi Chi Theta date party	02/13/2023

#14	426ADE4B-A643-4522-956A-05B86F2CC362.mov	Short video at Phi Chi Theta Spring Retreat	02/13/2023
#15	98B6192A-B0A9-49DE-971D-93EDAF8B379E.mov	Short video of start of Redneck Wedding at Phi Chi Theta Spring Retreat	02/13/2023

Synopsis

Outcome of case

Primary outcome:

- Select One -

Secondary outcome 1:

- Select One -

Secondary outcome 2:

- Select One -

Action taken:

- Select One -

Additional details

Tasks

None

Case Notes

None

Related Cases

Cases marked as related to this case

None



February 14, 2023

██████████ Phi Chi Theta

Sent electronically to ██████████

PERSONAL AND CONFIDENTIAL

Regarding Case Number: ██████████

Dear ██████████ and Members of the Zeta Nu Chapter of Phi Chi Theta,

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

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

During this period of interim suspension:

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

The interim suspension shall remain in effect until:

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

longer exists.

List of Members

Deadline: This list must be emailed to hamilton.814@osu.edu no later than **February 15, 2023**.

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

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

Contact information must include:

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

Notification to Members

You are required to immediately notify all chapter members, including new members, of this interim suspension. Please send an email with this letter as an attachment to all chapter members, including new members, and copy hamilton.814@osu.edu and pelletier.17@osu.edu on the email.

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, in conjunction with initiation or continued membership or participation in any group that causes or creates a substantial risk of causing mental or physical harm or humiliation. Such acts may include, but are not limited to, use of alcohol, creation of excessive fatigue, and paddling, punching or kicking in any form. Failure to intervene, prevent, or report acts of hazing may constitute a violation of this section.
- 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 student conduct body or university official; (2) Falsification, distortion, or misrepresentation of information before a student conduct body; (3) Disruption or interference with the orderly conduct of a student conduct proceeding; (4) Knowingly instituting 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 student conduct body prior to, and/or during the course of a student conduct proceeding; (7) Harassment and/or intimidation of a member of a student conduct body 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

Notification of this interim suspension will be sent to other relevant parties, including, but not limited to:

- your chapter advisor
- Student Activities
- your chapter's inter/national headquarters

Requesting Termination or Modifications

Your chapter may request termination of or modifications to this interim suspension. To do so, your chapter must submit a request in writing to Associate Dean of Students Ryan Lovell at lovell.113@osu.edu. Your chapter's request must include supporting documentation or evidence that your chapter does not or no longer poses 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 chapter, its members or other students acting on its behalf that could be considered retaliation or student conduct system abuse will not be tolerated and could result in additional disciplinary action against the chapter and/or individual students involved.

Sincerely,

A handwritten signature in black ink, appearing to read 'D Glassmann'. The 'D' is a simple block letter, and the 'Glassmann' is written in a cursive, flowing style.

Danny Glassmann (he/him/his)

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

CC: Anti-Hazing Compliance Specialist - Becca Hamilton

Senior Assistant Director of Student Conduct - Kirby Bell

Associate Director Student Activities - Jen Pelletier

Executive Director Fisher College of Business- Jana Lithgow

Director of Leadership & Engagement Fisher College of Business- Lorraine

Pennyman

Director of Student Conduct - Kelly Smith, J.D.

Director Undergraduate Career Services & Education- Audrey Bledsoe,

bledsoe.38@osu.edu

PERSONAL AND CONFIDENTIAL

Regarding Case Number: [REDACTED]

Dear [REDACTED],

Student Conduct received a report alleging hazing and prohibited use of alcohol and drugs by the Zeta Nu chapter of Phi Chi Theta.

As a leader of your chapter, I want to hear from you about this report. **Please call 614-292-0748 no later than February 17, 2023**, to schedule a meeting. This is a preliminary meeting, not a hearing as no charges have been issued. This meeting offers your chapter the opportunity to share information and ask questions about the Student Conduct process.

Here are a few considerations to note:

- **Registered Co-Leaders:** You may bring a co-leader, such as a vice president, co-captain, secretary, or 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 chapter. Please send an email with this letter as an attachment to all members of your chapter and copy hamilton.814@osu.edu on the email.
- **Advisor.** Your chapter advisor, inter/national 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.
- **Student Rights and Responsibilities.** Information about the [Code of Student Conduct and our process](#) is available online. Additionally, I have attached a Statement of Student Rights and Responsibilities (PDF) to this letter.

Relevant Materials

Deadline: These relevant materials must be emailed to hamilton.814@osu.edu **no later than February 15, 2023.**

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

- all current members
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Contact information must include:

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

Finally, prior to our meeting, if you or other members of your chapter have relevant materials, for example, written statements, text messages, photos, emails, etc., that you or they would like to share with us, please email them to 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 at The Ohio State University (SLS) is a non-profit law office that contracts with Ohio State to provide legal services to eligible Ohio State students.
- If you were cited by law enforcement, SLS can represent you in Franklin County

Municipal Court.

- If you were cited outside of Franklin County, SLS will provide advice and referral. SLS cannot represent you in the Student Conduct process. Please call the office for more information about SLS services and eligibility, or to schedule an appointment. SLS services are confidential.

While this meeting is preliminary, it is not optional. If your chapter does not schedule its meeting before **Friday, February 17, 2023**, I may move forward with the Student Conduct process without your chapter's participation. This could result in a formal investigation, charges, a hearing and sanctions.

To schedule your chapter's meeting, please call 614-292-0748 between 8 a.m. and 5 p.m. (ET) Monday through Friday. I look forward to meeting with your chapter.

Sincerely,

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

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



CODE OF STUDENT CONDUCT

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



STATEMENT OF STUDENT RIGHTS AND RESPONSIBILITIES

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



ADVISOR

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



ACCOMMODATIONS

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



RELEVANT MATERIALS

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



STUDENT ADVOCACY CENTER

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



STUDENT LEGAL SERVICES

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



COUNSELING AND CONSULTATION SERVICE

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



PUBLIC SAFETY

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

OFFICE OF STUDENT LIFE STUDENT CONDUCT

Statement of Student Rights and Responsibilities

The Code of Student Conduct provides the definitions and procedures used to respond to complaints regarding student behavior. Many of the rights and responsibilities found in the Code of Student Conduct are highlighted below. To learn more about student rights and responsibilities, refer to the Code of Student Conduct at studentconduct.osu.edu.

3335-23-08-A: Students shall receive written notice of university charges, through one of multiple methods of communication, including: in person; in a residence hall mailbox; by email to official university email address, which may then direct the student to view the notice in a secure website; by text message or other electronic communication; or by mail to a local or permanent address.

3335-23-08-C: Students are afforded the opportunity to meet with a university official following the notification of charges.

- University staff members authorized to investigate complaints usually request a meeting with students prior to issuing charges.
- Once charges are issued, students can request another meeting.
- Students are strongly encouraged to meet with a university official.

3335-23-12-C: Students may choose to bring an advisor (i.e., support person) for support throughout the disciplinary process.

- The advisor may be any person other than a witness.
- The advisor may only counsel the student and may not actively participate in the process.

3335-23-08-D: Students are offered options for the resolution of charges.

- Generally, and in accordance with and as provided by Ohio law and the Code of Student Conduct, students may choose between an administrative hearing or a hearing before the University Conduct Board to resolve charges other than those related to:
 - ◊ **3335-23-04-A:** Academic Misconduct
 - ◊ **3335-23-02-C:** Discrimination and harassment, including, but not limited to sexual misconduct, based on a protected class, prohibited by university policies 1.15 and 1.10, which can be found on policies.osu.edu.
- **3335-23-09:** NOTE - If students fail to respond to the initiation of charges and there is enough information to support finding a violation, the hearing officer may issue an administrative decision, as long as the sanctions do not include suspension or dismissal.

3335-23-09: An administrative decision allows the student to admit, in writing, to the violation(s), and serves as a request to have appropriate sanctions made by the hearing officer, rather than having charges referred to a hearing body.

- In these cases, the student waives rights to a hearing and any procedural guarantees that come from taking part in a hearing.

3335-23-10-C: In accordance with and as provided by Ohio law and the Code of Student Conduct, students have the opportunity to request a separate hearing and choose either an administrative (with one university official) or board hearing, except under special circumstances.

- **3335-23-11-C:** Students will receive notice of the hearing at least 10 calendars prior to the hearing, including all charge(s), logistical information, and statement of student's rights.

◊ **3335-23-11-D:** The respondent may request to postpone the hearing for a reasonable cause, which must be made in writing and received by the person sending the hearing notification at least 2 business days in advance. Decisions on postponements are made at the discretion of the university.

- Attendance at hearings, though not mandated, is strongly encouraged and also limited to respondents and those directly involved or requested by the hearing body.
- **3335-23-12-D:** Students will be informed of witnesses invited to attend the hearing by the university and will be able to invite relevant factual witnesses to attend.

◊ The respondent will have the opportunity to ask questions of all witnesses.

- **3335-23-14:** A single record of the proceedings, consisting of written notes, audio recording, or another method determined by the hearing body, will be made. This will remain the property of the university but will be made available to the respondent for review during the appeal period.
- **3335-23-12-E:** Students will only be found in violation if a preponderance of evidence supports the charges.

3335-23-17: Students found in violation of the code, or who accept responsibility for violating the code, will receive sanctions that should be commensurate with the violations found to have occurred.

- A disciplinary sanction: a formal reprimand, disciplinary probation, suspension, or dismissal will be given in addition to (in most cases) educational outcomes.

3335-23-18: Students found to have violated the Code of Student Conduct have the right to appeal the original decision.

- All appeals must be sent within five working days after the date on which notice of the decision was sent to the student, unless the deadline was extended in response to an extension request as described in 3335-23-18-A(2).
- Students who accept responsibility through an administrative decision waive their right to appeal except on the basis that the disciplinary sanction is grossly disproportionate to the violation(s) committed.
- Students are limited to one appeal of a decision, and the decision of the appeal officer is final.
- Information on how to submit an appeal, including grounds for appeal, will be included with communication following a decision from the appropriate hearing body.

March 31, 2023

██████████
Sent electronically to ██████████

PERSONAL AND CONFIDENTIAL

Regarding Case Number: ██████████

Dear ██████████

I am writing to give you an update on your organization's conduct case. I have concluded my investigation and determined there is reasonable cause to issue charges under the Code of Student Conduct. This does not mean your organization has been found in violation of the charge(s) listed below.

Rather, as we move forward in the conduct process, this is your organization's opportunity to choose a resolution option. **Please select your organization's resolution option no later than April 5, 2023.**

Investigative Summary

You can access a draft of the investigation summary electronically. Because this document contains information protected by federal educational records law, those permitted to view this document **may not save, print, screenshot, photograph, or otherwise seek to "record" the document.** However, taking personal notes about the content of this summary is permitted.

Investigative Folder

Link: ██████████
██████████

Password: ██████████

If you are unable to access the summary, please let me know. Also, remember that the sharing of usernames and passwords with others is prohibited by the university's Responsible Use of University Computing and Network Resources policy. If you cannot review the summary with your advisor in-person, please consider screen sharing using CarmenZoom.

Should you request a hearing to resolve the charge(s), Student Conduct may with

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 from the spring 2022 new member process until the interim suspension was issued on February 14, 2023, your organization engaged or attempted to engage in conduct that includes, but is not limited to:

- New members are encouraged to complete around 10 hours of coffee chats per week and new members shared these chats created struggles around time management and stress
- Only new members are encouraged to dress in business casual attire on Thursdays from 9 a.m. - 5 p.m. Active members have been encouraged to “snitch” on new members who did not dress in business casual on Thursdays, resulting in a discussion with the pledge educator.
- The organization has an “unofficial” group chat called the "THE Finest Professional” where members discuss alcohol, party information, how to get around legal drinking age while at bars, and create groups (including underage members) for drinking events like keg races and/or beer olympics.
- A party is held after the organization’s initiation banquet alcohol is available to all attendees and there is no policy to check identification of those drinking.
- The organization holds a social retreat every year in Gatlinburg, Tennessee. Cases of alcohol were brought to the social retreat in spring 2022 and made available to underage individuals. Members played drinking games, including members under 21.
- There is an “unofficial” group chat called “High Chi Theta” for active members who consume marijuana. Discussions in the group chat include how to obtain marijuana, consuming marijuana before events, and group consumption of marijuana. The organization acknowledges members may consume marijuana in their own time and/or during the social retreat in Gatlinburg, Tennessee.

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

- **3335-23-04 (L) Hazing.** Doing, requiring or encouraging any act, whether or not the act is voluntarily agreed upon, in conjunction with initiation, continued membership, or participation in any group, that causes or creates a substantial risk of causing mental or physical harm or humiliation. Such acts may include, but are not limited to, use of alcohol, creation of excessive fatigue, and paddling, punching or kicking in any form. Failure to intervene, prevent, or report acts of hazing may constitute a violation of this section.
- **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 (H) Drugs.** Use, being under the influence of, production, distribution, sale, or possession of drugs and/or drug paraphernalia in a manner prohibited under law or applicable university policy or facility policy. This includes, but is not limited to, the misuse of prescription drugs.

Possible Sanctions

Violations of the Code of Student Conduct may result in one or more sanctions, including educational opportunities to support your organization'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 organization takes responsibility for the charge(s):

_____ Option 1 - **Administrative Decision**

Our organization 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.*

Phi Chi Theta President

Signature: _____ Date: _____

Acknowledgments

Phi Chi Theta Executive Board Member

Signature: _____ Date: _____

Phi Chi Theta Advisor

Signature: _____ Date: _____

Next Steps

Please select your organization's resolution option by initialing next to that resolution option, acknowledging the decision of your organization by signing and dating below, and returning this letter to hamilton.814@osu.edu no later than **April 5, 2023.**

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 organization has any questions, please respond to this email.

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: Director Undergraduate Career Services & Education- Audrey Bledsoe
(bledsoe.38@osu.edu)

National Compliance and Risk Management Officer- Justin Petty
(justinepetty89@gmail.com)

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.

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- Only new members are encouraged to dress in business casual attire on Thursdays from 9 a.m. - 5 p.m. Active members have been encouraged to “snitch” on new members who did not dress in business casual on Thursdays, resulting in a discussion with the pledge educator.
- The organization has an “unofficial” group chat called the "THE Finest Professional” where members discuss alcohol, party information, how to get around legal drinking age while at bars, and create groups (including underage members) for drinking events like keg races and/or beer olympics.
- A party is held after the organization’s initiation banquet alcohol is available to all attendees and there is no policy to check identification of those drinking.
- The organization holds a social retreat every year in Gatlinburg, Tennessee. Cases of alcohol were brought to the social retreat in spring 2022 and made available to underage individuals. Members played drinking games, including members under 21.
- There is an “unofficial” group chat called “High Chi Theta” for active members who consume marijuana. Discussions in the group chat include how to obtain marijuana, consuming marijuana before events, and group consumption of marijuana. The organization acknowledges members may consume marijuana in their own time and/or during the social retreat in Gatlinburg, Tennessee.

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- **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 (H) Drugs.** Use, being under the influence of, production, distribution, sale, or possession of drugs and/or drug paraphernalia in a manner prohibited under law or applicable university policy or facility policy. This includes, but is not limited to, the misuse of prescription drugs.

Possible Sanctions

Violations of the Code of Student Conduct may result in one or more sanctions, including educational opportunities to support your organization'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

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Our organization 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.*

Date: 4/10/23

Acknowledgments

Phi Chi Theta
Signature: _____ Date: 4-10-2023

Phi Chi Theta Advisor
Signature: Andrew Pleasor Date: 4/10/2023

Next Steps

Please select your organization's resolution option by initialing next to that resolution option, acknowledging the decision of your organization by signing and dating below, and returning this letter to hamilton.814@osu.edu no later than **April 5, 2023.**

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 organization has any questions, please respond to this email.

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: Director Undergraduate Career Services & Education- Audrey Bledsoe
(bledsoe.38@osu.edu)

National Compliance and Risk Management Officer- Justin Petty
(justinepetty89@gmail.com)

April 12, 2023

Phi Chi Theta

Sent electronically to [REDACTED]

PERSONAL AND CONFIDENTIAL

Regarding Case Number: [REDACTED]

[REDACTED] the members of the Zeta Nu chapter of Phi Chi Theta:

Thank you for returning the Charge and Process Form. Your organization requested an Administrative Decision, thereby accepting responsibility for violating the Code of Student Conduct.

As each organization and incident are unique, Student Conduct strives to provide the most appropriate and relevant sanctions. We value your partnership throughout this process, and as such, I want to provide your organization with the opportunity to propose educational opportunities which your leadership, members, advisors, inter/national organization, and any university officials you work with, believe are necessary for the future success of Phi Chi Theta. Your recommendations for outcomes will assist me in providing the most appropriate and relevant sanctions.

I will take any recommendations into consideration when making decisions on your case.

Please send me any sanction recommendations via email no later than April 17, 2023.

If you have any questions don't hesitate to email me at hamilton.814@osu.edu.

Sincerely,



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

CC: Director Undergraduate Career Services & Education- Audrey Bledsoe (bledsoe.38@osu.edu)
National Compliance and Risk Management Officer- Justin Petty (justinepetty89@gmail.com)

and create groups (including underage members) for drinking events like keg races and/or beer Olympics

- hosting parties after the organization's initiation banquet and made alcohol available to all attendees with no policy or practice of checking identification/age
- providing alcohol at the spring 2022 social retreat in Gatlinburg to members regardless of age
- using an "unofficial" group chat called "High Chi Theta" for active members who consume cannabis to discuss how to obtain cannabis, consume it before events and during the social retreat in Gatlinburg

Sanction Consideration

The use of alcohol and other drugs (AOD) in the chapter was pervasive. AOD use was often facilitated and celebrated by chapter leaders. When asked for input on an appropriate outcome, the chapter submitted a proposal that doubled-down on the continued use of "legal substances" or "age-appropriate legal substances" without regard to Phi Chi Theta's own Risk Management Policy, which prohibits the use of alcohol at any "Fraternity event, whether local, regional or national in scope; or in any situation sponsored or endorsed by a collegiate chapter of the Fraternity, or at any event an observer would associate with the fraternity."

Sanctions

Revocation

I have determined the most appropriate sanction is revocation of the chapter's registration. As presently constituted, the chapter is unable – and as evidenced by its proposed sanctions – unwilling to alter its AOD use to conform to the expectations and values of its national organization.

The chapter's registration as a student organization is revoked effective **July 5, 2023, or upon the date of an appeal decision (if the chapter submits an appeal and the revocation is upheld)**. With the chapter's revocation of recognition as a registered student organization at Ohio State, your chapter no longer has the rights and privileges afforded to a recognized organization. Those rights and privileges include, but are not limited to, the following:

- listing in the online student organization directory
- \$250 line-of-credit to be used in the Resource Room
- opportunity to apply for Operating Funds and Programming Funds Discounted rates for on-campus space reservations
- opportunity to register for the Student Involvement Fair
- opportunity to register for the Homecoming Parade
- opportunity to apply for office or locker space in the KBK Center for Student Leadership and Service
- access to Student Organization Success Coaches
- access to enhanced training and workshops through Student Activities Access to free

marketing resources

- access to free website hosting, email address and/or email listserv

Students using your organization's name or likeness (e.g., Greek letters) or otherwise claiming to act as Phi Chi Theta while engaging in behavior that violates the Code of Student Conduct are subjecting themselves to potential disciplinary action in their individual capacities, which could result in sanctions up to and including dismissal from the university. Likewise, if they are operating on behalf of Phi Chi Theta, this could open a new case against your organization that potentially could extend your revocation term.

Reestablishment

Understanding the value of offering involvement in a business professional fraternity that provides an experience free from AOD, we are offering current and future students who are willing to commit to Phi Chi Theta's Risk Management Policy the opportunity to collaborate with the national organization to begin the re-establishment process during the **autumn 2023 semester**.

Below are the steps necessary to begin the reestablishment process:

- interested students must be committed to offering a professional fraternity experience free from alcohol and other drugs and be willing to demonstrate that commitment in writing on whatever form or document is preferred or required by the national organization
- no students identified as serving on the executive board from August 1, 2022, through July 3, 2023 may participate in the re-establishment process or be a member of the re-established chapter
- the national organization and interested students must identify a staff or faculty member in the Fisher College of Business willing to serve as their advisor
- the national organization and Fisher advisor will identify a group of no more than five students to lead the re-establishment effort ("Leaders")
- the Leaders must schedule a meeting with Student Conduct to review the outcome of this case and to plan for a successful re-establishment process no later than the third week in the semester in which the re-established chapter seeks to initiate the registration process
- the Leaders must follow any further directions given by Student Conduct during the re-establishment/registration process

Registration

Directions on the process the re-established chapter must follow to register as a student organization are found [here](#). In addition to the listed directions, Leaders must meet with Jaylen Lindsey, Student Organization Risk Reduction Specialist, at least three times during the registration process. The first meeting must include Student Conduct. To schedule this meeting, email Mr. Lindsey at lindsey.274@osu.edu. Please copy studentconduct@osu.edu on that email.

The final decision to re-establish a chapter at Ohio State belongs to Student Activities in collaboration with Student Conduct and the Fisher College of Business representative.

I encourage representatives from Phi Chi Theta to continue communicating with Student Conduct so that we can provide guidance and support for a successful re-establishment process.

Probation

Upon your return as a registered student organization, I am placing your organization on disciplinary probation for **one academic year**. For example, if your organization seeks re-establishment in August of 2023, probation would run through the end of fall semester 2024. Probation is a heightened state of warning that does not otherwise control or direct your student organization's functioning. Instead, probation supports the organization's efforts to avoid additional violations, which could result in further disciplinary action including extended probation or revocation of your organization's status as a registered student organization.

Chapter Communication Plan

It is important that all active members, new members and those who work closely with the chapter be aware of this outcome. Students using your organization's name or likeness (e.g., Greek letters) or otherwise claiming to act as Phi Chi Theta while engaging in behavior that violates the Code of Student Conduct are subjecting themselves to potential disciplinary action in their individual capacities, which could result in sanctions up to and including dismissal from the university.

Thus, at the end of the appeal period, the chapter is required to email this outcome letter to:

- all new and active members
- all local and alumni advisors

You must copy me (hamilton.814@osu.edu) on this communication so that I can verify completion. Failure to send this communication to all new and active members will result in a charge being issued for 3335-23-04 (M8) Student conduct system abuse.

Requests for Extensions and Modifications

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

Staffing Change

To account for any staff changes, such as a role change for myself or Mr. Lindsey, please include the general Student Conduct email on all communication. 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 **July 12, 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.

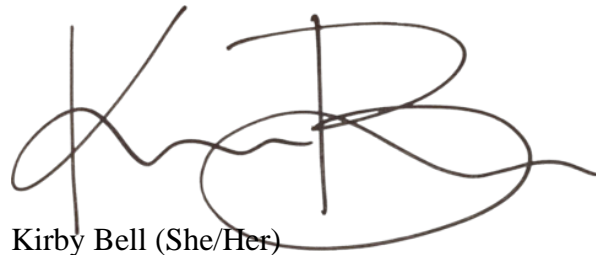
Students are responsible for requesting accommodations when they feel they are needed. Should you need an accommodation based on the impact of a disability during the Student Conduct process, please contact the university's ADA Coordinator's office at (614) 292-6207 (voice), (614) 688-8605 (TTY), ada-osu@osu.edu,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

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

Sincerely,



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



Kirby Bell (She/Her)
Associate Director

CC: Associate Director Student Activities - Jen Pelletier

Jana Lithgow, Ph.D. Executive Director - lithgow.2@osu.edu

Lorraine Pennyman, MEd., Director, Leadership & Engagement - pennyman.4@osu.edu

Justin Petty, National Compliance and Risk Management Officer -

justinepetty89@gmail.com

Audrey Bledsoe, Advisor - bledsoe.38@osu.edu

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).



The Ohio State University
Student Conduct Appeal

Submitted on July 12, 2023 at 2:16:50 pm EDT

Nature **Administrative Decision**
Urgency **No**
Incident Date and Time **2023-07-05**
Incident Location **Becca Hamilton**

Reported by

Name:
Title:
Email:
Phone
Address:

[UNAUTHENTICATED]

Student Information

██████████ ██████████ ██████████ ██████████
Student Organization Representative

Appeal

1.) Procedural Error that resulted in material harm or prejudice to the student (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.

I am NOT appealing on the ground of procedural error(s).

2.) If you are appealing on the ground of procedural error, please identify the error(s) and explain how the error(s) prevented a fair, impartial or proper hearing. If you are not appealing on this ground, enter "N/A."

N/A

3.) 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

I am NOT appealing on the ground of substantial new evidence.

4.) Please describe the substantial new evidence and explain how it would have affected the outcome. If you are not appealing on this ground, enter "N/A."

N/A

5.) Please explain why this evidence was not available before or at your hearing. If you are not appealing on this ground, enter "N/A."

N/A

6.) Disciplinary Sanction imposed is grossly disproportionate to the violation(s) committed, considering the relevant aggravating and/or mitigating factors.

I am appealing on the ground of grossly disproportionate sanctions.

7.) Refer to your outcome letter, which lists the sanctions given in your case. List the sanction (or sanctions) you believe are grossly disproportionate. If you are NOT appealing on this ground, enter "N/A."

Hello! My name is ██████████. I am a ██████████ currently serving as the ██████████ of the organization Phi Chi Theta. I pledged the organization throughout the first semester of my first year, and I have been an official member ever since. I am writing to appeal the sanction placed on Phi Chi Theta and respectfully request a modification to the restriction that prevents ██████████ members who served from August 1, 2022, through July 3, 2023, from participating in the re-establishment process and being members of the re-established chapter.

8.) Explain why this sanction is grossly disproportionate.

Other (provide further explanation in response to the next question).

9.) Provide additional information regarding your selection to the previous question.

My main reason for submitting an appeal is to provide the [REDACTED] with the opportunity to rejoin and be part of the organization as a member along with the rest of the members of the organization. The [REDACTED] officially began its term in December of 2022, with us fully taking over during the beginning of the spring semester in January 2023. For most of the behaviors listed, the current [REDACTED] members were members alongside other organization members when most of the concerning behaviors detailed in the case took place. The only exception is the current [REDACTED], who was also the [REDACTED] during the last leadership term (to clarify, [REDACTED] was not on the [REDACTED], just a part of the leadership team). Considering our shared experiences with other organization members when these behaviors occurred, the current [REDACTED] members should not be held to the same standard as the past [REDACTED] when most of us were in our first or second semester of membership.

Phi Chi Theta holds a significant personal value to me and many of the other [REDACTED] members. The inclusive environment and the chance to make positive contributions initially drew me in. As [REDACTED] being successful in an environment where we are often a minority, I aspire to serve as a role model and contribute to fostering a safe, positive, and healthy atmosphere within our organization. I aim to show other aspiring [REDACTED] in this professional field that some inclusive spaces and opportunities allow members of marginalized communities to thrive and experience a sense of belonging. Rejoining Phi Chi Theta would enable me to recommit to our organization's values while actively participating in its transformation, along with furthering a vital aspect of this organization that I hold very near and dear to my heart. Throughout the case, I invested a significant amount of effort and work to ensure the success and safety of the organization moving forward. This dedication stems from my genuine care for our organization's values in fostering a safe and positive environment while providing exceptional professional development through a close-knit community.

10.) Provide an alternative sanction (or sanctions) that would be proportionate (i.e., shorter probation/suspension periods; different effective start or end dates for a suspension period). A response to this question is REQUIRED to submit an appeal on the ground of "disproportionate sanction." The decision on whether to grant an appeal and alter a sanction, however, remains with the Senior Vice President of Student Life (or designee). If you are not submitting an appeal on this ground, enter "N/A."

Due to the situation's circumstances, I am proposing a modification to the sanction that would allow the [REDACTED] members who served during the specified period to engage in a process (if they choose to do so) that would allow them to reapply and reinterview for membership. This opportunity would showcase our growth, understanding, and dedication to creating a stronger, united Phi Chi Theta moving forward.

I sincerely appreciate your attention to this matter as you consider our appeal for the modification of the specified sanction. Providing us with the opportunity to reunite with the organization would be deeply meaningful to the [REDACTED] members and allow them to contribute positively to Phi Chi Theta's future. This process will ensure that [REDACTED] members will remain dedicated to upholding the values that ensure safety and the personal development that define our organization.

If you require any additional information or clarification, please do not hesitate to contact me. Thank you for your time and consideration.

11.) Is there additional information you wish to share?

N/A

12.) If you are submitting other material with this appeal, please describe that material below.

*Submitted from 174.242.64.230. Processed by routing rule #538. Routed to Becca Hamilton (she/her), Anti-Hazing Compliance Specialist.
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