

Case No: [REDACTED]

Organization Name: Pi Kappa Phi

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

<b>Status</b>	Active
<b>Report Type</b>	Patrol
<b>Primary Officer</b>	Anthony Hamilton
<b>Investigator</b>	Charles Gerach
<b>Reported At</b>	02/17/20 00:01
<b>Incident Date</b>	02/14/20 20:00 - 02/15/20 09:00
<b>Incident Code</b>	Criminal Incident
<b>Location</b>	3535 OLENTANGY RIVER RD, COLUMBUS, OH 43214 (Revers de Method st Hosp ta)
<b>Zone</b>	Columbus
<b>Beat</b>	South District
<b>Disposition</b>	Investigation Pending
<b>Disposition Date/Time</b>	02/17/20 12:14
<b>Review for Gang Activity</b>	None
<b>Crime Log Location</b>	Park - Stradley Hall
<b>Crime Log Disposition</b>	Open - Pending Investigation

**Offense Information**

<b>Offense</b>	Rape - substantial impairment
<b>Statute</b>	2907.02A1A
<b>NIBRS Code</b>	11B - Force Sodom
<b>Counts</b>	1
<b>Offense Details</b>	F1
<b>Include In NIBRS</b>	Yes
<b>Completed</b>	Yes
<b>Details</b>	Offender(s) Used A coho
<b>Bias Motivation</b>	No Bias/Not Applicable
<b>Location</b>	Residential Facility
<b>Entry Forced</b>	No
<b>Forces Used</b>	None

**Dispatch Information**

<b>CFS #</b>	CFS20-04495						
<b>Location</b>	120 W 11TH AVE, COLUMBUS, OH 43210						
<b>Incident Code</b>	44 : Sex Crime						
<b>Occurred Between</b>	02/17/20 00:01:33 and						
<b>Assigned</b>	00:05:39	<b>Enroute</b>	00:05:43	<b>On Scene</b>	00:17:49	<b>Completed</b>	01:34:44

**Offender**

[REDACTED]

2907.02A1A - Rape \_ substant a y mpa r judgment - F1

[REDACTED]

**Suspect**

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[REDACTED]

2907.02A1A - Rape \_ substant a y mpa r judgment - F1

**Victim**

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[REDACTED]

2907.02A1A - Rape \_ substant a y mpa r judgment - F1

**Witness**

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[REDACTED]

2907.02A1A - Rape \_ substant a y mpa r judgment - F1

[REDACTED]

2907.02A1A - Rape \_ substant a y mpa r judgment - F1

**Other**

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[REDACTED]

(C) Student: 2907.02A1A - Rape \_ substant a y mpa r judgment - F1

[REDACTED]

(C) Student: 2907.02A1A - Rape \_ substant a y mpa r judgment - F1

[REDACTED]

(C) Student: 2907.02A1A - Rape \_ substant a y mpa r judgment - F1

[REDACTED]

(C) Student: 2907.02A1A - Rape \_ substant a y mpa r judgment - F1

### Primary Narrative By Anthony Hamilton, 02/17/20 02:22

Fema e student reports Sexua Assau t at Park-Strad ey Ha by known suspect.

### Supplemental Narrative By Anthony Hamilton, 02/17/20 02:23

On February 17, 2020 at 0001, I, Off cer A. Ham ton #351 was d spatched to R vers de Method st Hosp ta on a report of a fema e OSU student rece v ng a Sexua Assau t Nurse Exam ner K t (Sane K t).

Upon arr va , I met w th OSU student [REDACTED]. [REDACTED] stated, she was unc ear due to her eve of ntox cat on f she was sexua y assau ted on February 14, 2020. [REDACTED] says, she was nv ted to a date party hosted by P Kappa Ph Fratern ty, whom [REDACTED] s a member of. Because [REDACTED] [REDACTED] a so attend ng the date party. [REDACTED] dent f ed [REDACTED]. The coup e met at P Kappa's Frat house at 2000 hrs. [REDACTED] stated, at her own w she consumed a coho c beverages and n a short per od of t me she fe t heav y ntox cated. The party then trave ed to [REDACTED] n the Short North. [REDACTED] stated "by th s t me, I was ncoherent, tota y gone, and don't know how I got to the bar..." [REDACTED] ment oned, she [REDACTED] and she knew she [REDACTED] therefore she was go ng to have her dad p ck her up. The ast th ng she remembers from the n ght of 02/14/2020 s her text ng her dad "p ease come get me, where are you, p ease come p ease come."

The next morn ng she woke and not ced her dress was off and she had on a bra and spandex shorts. She ooked at her phone, rev ewed her messages and saw that her conversat on cont nued w th her dad. Wh e ook ng back she seen her dad text "he o, he o, he o p ease ca me." She then not ced she rep ed to her dad say ng "I'm back at my dorm, I w meet you at 10am tomorrow morn ng." [REDACTED] states she doesn't remember rep y ng to her dad. Wh e rev ew ng more messages, her roommate [REDACTED] stated, she adv sed [REDACTED] to text [REDACTED] dad that she was back n her dorm so he wou d not worry. Th s exchange was capured and saved on [REDACTED] phone and requested she ema t for ev dence. [REDACTED] then text [REDACTED] n an effort to ga n an account of what happen on that n ght.

[REDACTED] stated [REDACTED] sa d "We came back to the dorm and you went to the bathroom. You then asked me to take off your dress, but you turned off the ghts and you d d t yourse f." You went to bed and I sat there and made sure you wasn't go ng to throw up and I then eft. She ment oned, he sa d "I was text ng your roommate [REDACTED] the ent re t me I was there." A cop es of the text message exchanges between, [REDACTED] her dad, [REDACTED] and [REDACTED] were requested to be ema ed to me to be added to the report. [REDACTED] a so prov ded her spandex shorts and dress she was wear ng to be

submitted for evidence. The S.A.N.E kit will be submitted once Riverside Hospital contacts our agency that it is ready for pickup.

At the end of our conversation, I asked [REDACTED] if she felt she was sexually assaulted the night of 02/14/2020? She said "I am not sure, I was really drunk and can't remember what happened." [REDACTED] was provided with a sexual assault packet and advised to contact our agency with any further questions. She further advised that she did not notice anything out of place in her room or any items that may have been left behind by [REDACTED] [REDACTED] advised that she would not be returning to her dorm unit later and that her roommate was a so not going to be at the room.

## Supplemental Narrative By Brandon Cruz, 02/17/20 06:48

On 02/17/2020 Officer B. Cruz #340 and Officer J. Coey #327 went to Riverside Hospital to collect the SANE kit. The SANE Kit was brought back to OSU PD and deposited into temporary evidence locker 16 to be sent to the lab for testing.

### Property / Evidence

Item #	Category	Type	Status	Location	Description
P2020-00498-001	Evidence	Physical	In Custody	Vault 6I	Article - Black and Blue Under Armour Spandex shorts and Red 'BooHoo' Dress Size 6
P2020-00498-002		Digital	In Digital Files		Web Link - BWC 20-00498
P2020-00498-003	Evidence	Physical	In Custody	Vault 6H	Article - Sexual Assault Evidence Collection Kit

February 19, 2020

Alpha Nu Pi Kappa Phi

Sent electronically to [REDACTED]

**PERSONAL AND CONFIDENTIAL**

Regarding Case Number: [REDACTED]

To the members of the Alpha Nu chapter of Pi Kappa Phi,

Student Conduct has received information that describes conduct by Pi Kappa Phi on February 14, 2020. The report details concerns related to providing alcohol to underage student/s leading to adverse reactions. I am investigating whether this conduct may have occurred and violated the following sections of the university's Code of Student Conduct:

- 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 (B1) Endangering behavior. Taking or threatening action that endangers the safety, physical or mental health, or life of any person, or creates a reasonable fear of such action.

**As a leader of the organization you are required to notify the entire membership of this matter. Please send one email with this letter as an attachment to all members of your organization and copy me on the email.**

Should any individuals wish to provide information to me regarding this investigation they are encouraged to email me at Reistad.1@osu.edu.

All members of the organization are advised that should they violate the directives listed in this letter that they will be charged as an individual student with the following 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

As a leader of the organization, you must contact Student Conduct **as soon as possible**, and no later than February 24, 2020, to schedule a preliminary conference with me. The purpose of this conference is twofold. First, I will explain and answer your questions about the Student Conduct process. Second, you will have the opportunity to explain what happened, to provide materials, and to identify other individuals with information about the alleged incident. Please submit any relevant materials (including your own written statement, text messages, photos, emails, etc.) by email to me at [reistad.1@osu.edu](mailto:reistad.1@osu.edu) prior to our meeting.

**You must bring the following information with you to the meeting, or you may submit it prior:**

Guest list for the registered event;

Copy of registered event form;

Name(s) of anyone who served alcohol at the event/pregame (i.e., bartender);

Name(s) of those who live at the property where the event/pre-game occurred;

Any other documents you'd like to provide that demonstrates risk management practices were followed

You may bring one advisor and a registered co-leader (if applicable) to your preliminary conference. Your advisor can be any person who is not involved as a witness or other participant in the case. Upon request, Student Life's Student Advocacy Center (<http://advocacy.osu.edu>) is able to provide information and assistance in this process.

You will find the Code of Student Conduct and information about our process at <http://studentconduct.osu.edu>. Additionally, I have attached a Statement of Student Rights and a description of the university's Hearing Procedures to this letter.

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](mailto: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 do not contact our office by February 24, 2020 to set your preliminary conference appointment, I may place a disciplinary hold on your university account. This hold could prevent you from scheduling classes; viewing grades; or receiving transcripts, diplomas or refunds. Please note that if you do not participate in our process, I may continue this investigation without your input. This could result in charges, a hearing, and sanctions if a violation is found.

To schedule your preliminary conference, please call Student Conduct at (614) 292-0748

between 8:00 a.m. and 5:00 p.m. Monday through Friday. Thank you in advance for your prompt attention to this matter.

Sincerely,

A handwritten signature in cursive script that reads "Aaron Reistad". The signature is written in black ink and is positioned above the typed name.

Aaron Reistad  
Conduct Case Manager

CC: Director of Sorority and Fraternity Life - Kim Monteaux De Freitas  
[REDACTED]  
Alumni Advisor: Chris Wasielewski



## Student Rights and Responsibilities

The Code of Student Conduct provides the procedures and definitions used to respond to complaints regarding students' behavior. Many of the rights and responsibilities found in the Code of Student Conduct are highlighted below. For a full review of all the rights and responsibilities given to students please refer to the Code of Student Conduct, which can be found at [www.studentconduct.osu.edu](http://www.studentconduct.osu.edu).

- 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-A)**
  
- Students are afforded the opportunity to meet with a university official following the notification of charges. **(3335-23-08-C)**
  - o University staff members authorized to investigate complaints usually request a meeting with students prior to issuing charges.
  - o Once charges are issued, students can request another meeting.
  - o Students are strongly encouraged to meet with a university official.
  
- Students may choose to bring an advisor (i.e., support person) for support throughout the disciplinary process. **(3335-23-12-C)**
  - o The advisor may be any person other than a witness.
  - o The advisor may only counsel the student and may not actively participate in the process.
  
- Students are offered options for the resolution of charges. **(3335-23-08-D)**
  - o Generally, students may choose between an administrative hearing or a hearing before the University Conduct Board to resolve charges other than those related to:
    - Academic Misconduct **(3335-23-04-A)**
    - 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 at <http://policies.osu.edu>. **(3335-23-02-C)**
  - o 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. **(3335-23-09)**

- In these cases, the student waives rights to a hearing and any procedural guarantees that come from taking part in a hearing.
- 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. **(3335-23-10-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-C)**
    - 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. **(3335-23-11-D)**
  - Attendance at hearings, though not mandated is strongly encouraged, and also limited to, respondents and those directly involved or requested by the hearing body.
  - 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. **(3335-23-12-D)**
    - The respondent will have the opportunity to ask questions of all witnesses.
  - 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. **(3335-23-14)**
  - Students will only be found in violation if a preponderance of evidence supports the charges. **(3335-23-12-E)**
- 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. **(3335-23-17)**
  - A disciplinary sanction: a formal reprimand; disciplinary probation; suspension; or dismissal, will be given in addition to (in most cases) educational outcomes.
- Students found to have violated the code of student conduct have the right to appeal the original decision. **(3335-23-18)**
  - 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.

April 14, 2020

The Alpha Nu chapter of Pi Kappa Phi  
Sent electronically to [REDACTED]

**PERSONAL AND CONFIDENTIAL**

Regarding Case Number: [REDACTED]

To [REDACTED] the members of the Alpha Nu chapter of Pi Kappa Phi:

Thank you for meeting with me to discuss Pi Kappa Phi's conduct case. I am writing to give you an email record of the charges discussed and information shared during the meeting. At this stage of my investigation, there exists reasonable cause to issue one or more charge(s) under the Code of Student Conduct. Charging does not, however, assume that your organization is responsible for violating any sections of the code; it only causes the second half of our process to begin.

I have attached your organization's Charge and Process Form to this email. Please review it carefully and select your organization's resolution option. Our office can usually schedule an Administrative Hearing on any business day. The University Conduct Board hears cases on Mondays and Fridays. If you select a hearing before the University Conduct Board, please indicate which of the available hearing days/start times you prefer. Upon request, our office can provide an excuse letter for employers and instructors.

Once you have completed the charge and process form, you may scan and email it to [reistad.1@osu.edu](mailto:reistad.1@osu.edu). This form is due by 4:30 p.m. on April 21, 2020. 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.

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](mailto:ada-osu@osu.edu), or visit <https://ada.osu.edu/>.

Upon request, Student Life's Student Advocacy Center (<http://advocacy.osu.edu>) is able to provide information and assistance about this process.

Please call our office at 614-292-0748 between 8:00a.m. and 5:00p.m. Monday through Friday, or email me if you have questions.

Sincerely,

*Aaron Reistad*

Aaron Reistad  
Conduct Case Manager

CC: [REDACTED]  
Brooke Kingsley Isbell

**PERSONAL AND CONFIDENTIAL**

Regarding Case Number: [REDACTED]

**CHARGE AND PROCESS FORM**

Name: [REDACTED] and the members of the Alpha Nu chapter of Pi Kappa Phi

Email: [REDACTED]

**I. Charge(s):** It is alleged that on February 14, 2020, the Alpha Nu chapter of Pi Kappa Phi violated the following sections of the Code of Student Conduct:

- 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.

The Code states, "Students or a registered student organization may also be held accountable for their guest's or member's behavior when the student or members of the registered student organization has knowledge of, facilitates or contributes to the guest's or member's misconduct." (3335-23-02 Jurisdiction)

Multiple members of the Alpha Nu chapter hosted and/or attended pregame events prior to a registered Pi Kappa Phi date function, including one event hosted at the annex house where approximately 45-75 members and guests were present. It was identified as a "tradition" for members to purchase and provide their date alcohol of their choice for the pregame event(s). This includes providing alcohol to guests under the age of 21. Because of this "tradition," multiple guests and chapter members obtained alcohol while under 21.

**II. Acceptance/Non-Acceptance of Responsibility: To resolve these charges, place your initials next to your selection.**

\_\_\_\_\_ On behalf of the Alpha Nu chapter of Pi Kappa Phi I accept responsibility for the violation(s) of the Code of Student Conduct as listed in Section I of this form. **I request an Administrative Decision.**

\_\_\_\_\_ On behalf of the Alpha Nu chapter of Pi Kappa Phi I do not accept responsibility for one or more of the violations of the Code of Student Conduct as listed in Section I of this form. **I**

**request an Administrative Hearing before a University Hearing Officer.**

\_\_\_\_\_ On behalf of the Alpha Nu chapter of Pi Kappa Phi I do not accept responsibility for one or more of the violations of the Code of Student Conduct as listed in Section I of this form. **I request a hearing before the University Conduct Board. The preferred hearing day/times for the organization are:**

\_\_\_\_\_ **Mondays starting at 9:00 a.m.**

\_\_\_\_\_ **Mondays starting at 1:00 p.m.**

\_\_\_\_\_ **Fridays starting at 9:00 a.m.**

\_\_\_\_\_ **Fridays starting at 1:00 p.m.**

**III. Possible Sanctions:** If you are found in violation, please understand that the Alpha Nu 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.

I have received notice of the charges. I will return this form by email to reistad.1@osu.edu by April 21, 2020 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.

Pi Kappa Phi XXXXXXXXXX Signature: \_\_\_\_\_  
Date: \_\_\_\_\_

Acknowledgements


Pi Kappa Phi Executive Board Member Signature: \_\_\_\_\_  
Date: \_\_\_\_\_


Pi Kappa Phi Advisor Signature: \_\_\_\_\_  
Date: \_\_\_\_\_

**PERSONAL AND CONFIDENTIAL**

Regarding Case Number: 

**CHARGE AND PROCESS FORM**

Name:  and the members of the Alpha Nu chapter of Pi Kappa Phi

Email: 


**I. Charge(s):** It is alleged that on February 14, 2020, the Alpha Nu chapter of Pi Kappa Phi violated the following sections of the Code of Student Conduct:

- 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.

The Code states, "Students or a registered student organization may also be held accountable for their guest's or member's behavior when the student or members of the registered student organization has knowledge of, facilitates or contributes to the guest's or member's misconduct." (3335-23-02 Jurisdiction)

Multiple members of the Alpha Nu chapter hosted and/or attended pregame events prior to a registered Pi Kappa Phi date function, including one event hosted at the annex house where approximately 45-75 members and guests were present. It was identified as a "tradition" for members to purchase and provide their date alcohol of their choice for the pregame event(s). This includes providing alcohol to guests under the age of 21. Because of this "tradition," multiple guests and chapter members obtained alcohol while under 21.

**II. Acceptance/Non-Acceptance of Responsibility: To resolve these charges, place your initials next to your selection.**

 On behalf of the Alpha Nu chapter of Pi Kappa Phi I accept responsibility for the \_\_\_\_\_(s) of the Code of Student Conduct as listed in Section I of this form. **I request an Administrative Decision.**

\_\_\_\_\_ On behalf of the Alpha Nu chapter of Pi Kappa Phi I do not accept responsibility for one or more of the violations of the Code of Student Conduct as listed in Section I of this form. **I**



**request an Administrative Hearing before a University Hearing Officer.**

\_\_\_\_\_ On behalf of the Alpha Nu chapter of Pi Kappa Phi I do not accept responsibility for one or more of the violations of the Code of Student Conduct as listed in Section I of this form. **I request a hearing before the University Conduct Board. The preferred hearing day/times for the organization are:**

\_\_\_\_\_ **Mondays starting at 9:00 a.m.**

\_\_\_\_\_ **Mondays starting at 1:00 p.m.**

\_\_\_\_\_ **Fridays starting at 9:00 a.m.**

\_\_\_\_\_ **Fridays starting at 1:00 p.m.**

**III. Possible Sanctions:** If you are found in violation, please understand that the Alpha Nu 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.

I have received notice of the charges. I will return this form by email to reistad.1@osu.edu by April 21, 2020 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 on the charges.

Pi Kappa Phi \_\_\_\_\_  
Date: 15 APR / 20

**Acknowledgements**

Pi Kappa Phi \_\_\_\_\_  
Date: 04/16/20

Pi Kappa Phi Advisor Signature: \_\_\_\_\_  
Date: \_\_\_\_\_

May 20, 2020

The Alpha Nu chapter of Pi Kappa Phi

**PERSONAL AND CONFIDENTIAL**

Sent electronically to [REDACTED]

Regarding Case Numbers: [REDACTED]

Dear [REDACTED] members of the Alpha Nu chapter of Pi Kappa Phi,

I am writing with my decision in your conduct case. Your chapter accepted responsibility for the following violations of the Code of Student Conduct:

- 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 (B1) 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.

Case [REDACTED] Specifically, it was alleged that on February 8, 2020, the Alpha Nu chapter of Pi Kappa Phi (hereinafter "the chapter") violated Ohio State's Code of Student Conduct in the following manner:

- The chapter hosted an event with alcohol and failed to successfully implement risk management practices. This resulted in guests under the age of 21 being provided and consuming alcohol. As a result of the alcohol which was provided and/or obtained, and the lack of risk management practices, more than one guest who attended this event experienced adverse reactions.

Case [REDACTED] It was alleged that on February 14, 2020, the chapter violated Ohio State's Code of Student Conduct in the following manner:

- The Code states, "Students or a registered student organization may also be held accountable for their guest's or member's behavior when the student or members of the registered student organization has knowledge of, facilitates or contributes to the guest's or member's misconduct." (3335-23-02 Jurisdiction)

- Multiple members of the chapter hosted and/or attended pregame events prior to a registered chapter date function, including one event hosted at the annex house where approximately 45-75 members and guests were present. It was identified as a "tradition" for members to purchase and provide their date alcohol of their choice for the pregame event(s). This includes providing alcohol to guests under the age of 21.

## **Sanction Considerations**

I considered the following factors in determining appropriate sanctions:

- the chapter's recent conduct history
- the chapter's cooperative spirit throughout the conduct process
- the severity of the violation when considered on a continuum
- the chapter's proposed sanctions

This outcome letter does not replace or nullify any sanctions or stipulations set forth by your organization's national headquarters, advisors, Sorority and Fraternity Life, or the IFC.

## **Sanctions**

### ***(1) Disciplinary Probation***

Your chapter's disciplinary probation is effective immediately through May 9, 2021.

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 or revocation of registration.

### ***(2) Risk Management***

During our conversations, your chapter identified gaps in risk management and a desire to implement practices to better manage risk. Your chapter proposed to review and update its risk management policies and procedures.

I accept this proposed sanction. Your chapter will complete a comprehensive evaluation of its risk management policies, including the ways your chapter will manage risk during events hosted/co-hosted by the chapter and other events. Your chapter will conduct this review in coordination with Sorority and Fraternity Life, your chapter advisors and/or a national/regional representative(s).

Your chapter must submit a summary of the risk management policy review to Student Conduct and the Director of Sorority and Fraternity Life **before June 30, 2020**. Please include the following in the summary:

- the names and contact information of those individuals who assisted your chapter with the review
- an executive summary of the identified gaps and changes made through your review
- and a detailed plan describing how your chapter will document risk management

practices to prove compliance with university policies

After completion of the summary, your chapter will complete the recommended virtual “Ladder of Risk” presentation with a Fraternity Prevention Education staff member.

The chapter proposed to have at least 95% of the chapter’s social committee and executive board committee in attendance for the virtual “Ladder of Risk” program, which will be held prior to any events with alcohol for the autumn 2020 semester. The chapter will work with the Director of Prevention Education at Pi Kappa Phi to schedule the program.

After completion of the “Ladder of Risk” presentation please have the Fraternity Prevention Education staff member email me (reistad.1@osu.edu) a list of the members who attended and the members who were not in attendance.

To culminate your chapter’s review on risk management and the tools learned from the “Ladder of Risk” program, the chapter will complete a risk management training for all members of the chapter in the autumn 2020 semester. The risk management training must occur prior to any events with alcohol. The training must include the following topics:

- education on university and Pi Kappa Phi National Fraternity policies
- member and guest expectations for events with alcohol
- alcohol and other drug education
- information gathered in your risk management review and summary
- information learned from the “Ladder of Risk” presentation.

In order to complete this sanction, a minimum of 80% of your chapter is required to attend. Any members unable to attend must review the program materials and provide a written summary of the provided information and how it will inform their choices regarding managing risk.

Your chapter advisor must provide me a printed roster with the signatures of those in attendance next to their names and copies of the individual summaries written by members unable to attend in person no later than **September 15, 2020**.

During the spring 2021 semester, your chapter must facilitate a “refresher” program covering the topics discussed during your risk management training. All new members to your organization must be present at this program. Additionally, eighty percent (80%) of active members must attend the program. I encourage you to be creative in formulating this training so that you can facilitate an engaging and interactive program.

Your chapter advisor must be in attendance and provide me a printed roster with the signatures of those in attendance next to their names no later than **February 15, 2021**.

### ***(3) Alcohol Education***

Your chapter must engage in two alcohol education programs during the 2020-2021 academic year.

First, during the autumn 2020 semester, your chapter must complete an alcohol education program sponsored and/or facilitated by the Pi Kappa Phi National Fraternity or Ohio State

University. No less than 80% of your members must attend the program along with a chapter advisor. Any members unable to attend must review the program materials and provide a written summary of the provided information and how it will inform their choices regarding the use of alcohol.

Your chapter advisor must provide me a printed roster with the signatures of those in attendance next to their names and copies of the individual summaries written by members unable to attend no later than **September 30, 2020**.

During the spring 2021 semester, your chapter must complete an alcohol education program sponsored and/or facilitated by the Pi Kappa Phi National Fraternity or Ohio State University. All of the new members and 80% of your active members must attend the program in person along with a chapter advisor.

Your chapter advisor must provide me a printed roster with the signatures of those in attendance next to their names no later than **February 15, 2021**.

#### ***(4) Social Restrictions***

The chapter's proposed sanctions state, "Beginning April 15, 2020, the Alpha Nu Chapter is placed on a restriction of events with alcohol **until May 15, 2021**. During this time, the chapter may not host, sponsor, organize, endorse, plan, or attend more than ten (10) events with alcohol in the fall semester and fifteen (15) events in the spring semester. All events where alcohol is present must follow the outlined University and/or Interfraternity Council protocols for event registration and be in compliance with the Fraternity's risk management policy."

I accept this proposed sanction with the following changes. To assist you in focusing on compliance with risk management practices, you are limited to hosting/co-hosting five (5) events where alcohol is present during the autumn 2020 semester and ten (10) events where alcohol is present during the spring 2021 semester. While on disciplinary probation (through May 9, 2021), you must host events at a third party vendor and/or hire a trained and insured security service and third-party bartender for events put on by your chapter when alcohol will be available. You may not begin hosting/co-hosting these events until your chapter completes the risk management training and alcohol education program in the autumn 2020 and spring 2021 semesters.

Documentation for each event with alcohol during the autumn 2020 semester must include the following to be considered compliant with this sanction:

- event registration hosted on Sorority and Fraternity Life's website
- contracts for third party vendors and/or receipts for trained and insured security services and third-party bartenders
- signed and dated guest list for the event including birthdates for guests and if they are 21 or older
- documented evidence that BYOB policies were followed including time-stamped photo evidence (e.g., sign-in table, wristbands, alcohol management, etc.)

You will schedule three meetings with myself and a representative from Sorority and Fraternity Life by emailing us your availability to review how the chapter is doing with the updated risk management practices. You must be joined by at least one chapter co-leader along with a chapter

advisor and/or a representative from the national headquarters in person or over the phone. You must come prepared with the aforementioned documentation proving your compliance. Meetings will be scheduled as follows:

- 1st meeting - After you submit your Risk Management Review, complete the “Ladder of Risk” presentation, and complete the Risk Management Training and **before** your first event where alcohol is present during the autumn 2020 semester
- 2nd meeting - No later than November 10, 2020 to discuss any events where alcohol was present, discuss future events for the semester, and to review your documentation
- 3rd meeting - After the start of the spring 2021 semester and no later than January 31, 2021, to review documentation for all events where alcohol was present

You must follow all sanctions between now and the end of the autumn 2020 semester for your chapter to be permitted to host ten (10) events with alcohol in the spring 2021 semester. Additionally, if your chapter does not attend these meetings and/or comply with this sanction, further limitations may be placed on your chapter’s ability to hold events where alcohol is present.

#### ***(5) Registered social events without alcohol***

To decrease the focus and reliance on alcohol, your chapter must register five (5) alcohol-free events per semester during the 2020-2021 academic year. While not required, I encourage you to collaborate with another chapter to co-host one or more of these events. University staff in Sorority and Fraternity Life and Student Activities can help your chapter identify suitable events, resources and activities in the Columbus area.

#### ***(6) Communication to Chapter***

At the end of the appeal period, your chapter is required to email this outcome letter to:

- all new (any person going through the new member or pledging process) and active members so that the entire chapter is aware of the chapter’s status
- all local and alumni advisors
- your housing corporation/board and/or landlord/property owner for your chapter house
- landlord/property owners for any “annex” houses

You must copy me on this communication so that I can verify completion. Failure to send these emails will result in a charge being issued for 3335-23-04 (M8) *Student conduct system abuse*.

#### **Summary of Dates**

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

- Disciplinary Probation – effective immediately through May 9, 2021
- Social Restrictions – five (5) events with alcohol during the autumn 2020 semester and ten (10) events with alcohol during the spring 2021 semester (ends May 9, 2021, pending evaluation)
- Risk Management Review – due no later than June 30, 2020
- Risk Management Training – due no later than September 15, 2020

- Alcohol program – due by September 30, 2020
- Risk Management “Refresher” Program – due by February 15, 2021
- Spring Alcohol Program – due by February 15, 2021
- Decision letter sent to chapter – due by May 28, 2020

### **Follow Up Meetings:**

- 1st meeting - After you submit your Risk Management Review, complete the “Ladder of Risk” program, and complete the Risk Management Training and **before** your first event where alcohol is present during the autumn 2020 semester
- 2nd meeting - No later than November 10, 2020 to discuss any events where alcohol was present, discuss future events for the semester, and to review your documentation
- 3rd meeting - After the start of the spring 2021 semester and no later than January 31, 2021 to review documentation for all events where alcohol was present

### **Requests for Extensions and Modifications**

I understand that the current circumstances resulting from COVID-19 may create difficulties in organizing and completing sanctions. Please communicate with me by email to [reistad.1@osu.edu](mailto:reistad.1@osu.edu) regarding any challenges your chapter encounters. I can be flexible with due dates if you are making a good-faith effort. These deadlines are written with the assumption that classes and events will resume in the Autumn 2020 semester. Should this not be the case, these deadlines will be modified for the semester in which classes and events resume.

### **Adjustments due to Campus or off-campus conditions affected by COVID-19 Response**

We deliberately scheduled the social restriction sanctions to promote learning in a “typical campus environment.” Should COVID-19 conditions alter that environment, such as prohibitions on mass gatherings, Student Conduct reserves the right to extend any sanctions or sanction deadlines found in this letter. For example, should prohibitions on events and mass gatherings impact the typical fall schedule of registered events, such as “Block,” the requirements noted for fall 2020, would extend through spring 2021 and the requirements articulated above for spring 2021 would extend into fall 2021.

### **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 [studentconduct@osu.edu](mailto:studentconduct@osu.edu) on all of the sanction items described in this letter.

### **Appeal**

Because your chapter accepted responsibility, you may only appeal on the basis that the disciplinary sanction imposed is grossly disproportionate to the violation committed. To do so, you must submit your appeal in writing, directed to the Vice President for Student Life, no later than 4:00 p.m. on May 28, 2020. Use the online appeal form found at <https://go.osu.edu/appeals> to submit your appeal. You may also submit a written appeal using the form attached to this letter. Please turn in that signed form along with any relevant documentation to the Office of Student Conduct, 550 Lincoln Tower, 1800 Cannon Dr.,

Columbus, OH 43210, by the deadline. If you do not submit an appeal, this decision will be effective at the end 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](mailto: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 614-292-0748 between 8:00 a.m. and 5:00 p.m. Monday through Friday.

Sincerely,

A handwritten signature in cursive script that reads "Aaron Reistad".

Aaron Reistad  
Conduct Case Manager

CC: Director of Sorority and Fraternity Life - Kim Monteaux De Freitas, Ed.D

  
Assistant Executive Director of Prevention and Accountability: Brooke Kingsley Isbell