



Case No: 2024369001

Organization Name: Zeta Phi Beta Sorority Inc

Incident Date: October 28, 2023

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

**The Ohio State University
Hazing Incident Report**

Submitted on November 21, 2024 at 2:07:07 am EST

Nature **Hazing**
Urgency **Normal**
Incident Date and Time **2023-10-28**
Incident Location [REDACTED]

Reported by

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

Involved Organizations/Individuals

zeta phi beta sorority inc. ()

Alleged

[REDACTED] ()

Questions

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

i was hazed from the summer 2023 until now. I was getting random calls and was told not to say anything about these phone calls. I was told to go to a house every night. I was asked to recite certain information. I had to perform various of song and dances. I had to do wall sits for hours and hold planks with bricks in our hands. I was locked in a basement for hours of the night without food.. I was sleep deprived. I was told that i had to follow certain rules such as no colored clothes, could not get my hair done, could not ride the bus, could not walk through grass. I had to withdraw from classes due to being sleep deprived. [REDACTED] forced her wig on me, They paddle me until my butt was black and blue. The confiscated my phone and went thorough every night They told me if wanted to be in this sorority this was the only way unless I wanted to be disowned by them. Threatens were made to my family. I was blackmailed from the group. I was taunted and ostracized from this group. I was threatened if I told I would get trouble.

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

Yes

What is your desired outcome in making this report?

I want justice for being hazed by my sorority the entire time I was member in undergrad.

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:

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

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

I would like remain anonymous to the other party for my safety.

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

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5417ecea052d4af6b988d8c7fa85aed9.heic

3e0181532d7a48f0b7b9a23b653e5265.jpeg

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Pending IR #00086655

Submitted from 74.135.13.217. Processed by routing rule #68. Routed to Kelly B. Smith (she/her), Director.

Copies to: smith.4941@osu.edu, bell.1776@osu.edu, welsh.418@osu.edu, records@osu.edu



no longer exists

List of Members

Deadline: These relevant materials must be emailed to welsh.418@osu.edu **no later than Wednesday, November 27, 2024.**

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

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

Contact information must include:

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

Notification to Members

You are required to immediately notify all organization members, including new members, of this interim suspension. Please send an email with this letter as an attachment to all organization members, including new members, and copy welsh.418@osu.edu and defreitas.12@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, tied to initiation, continued membership, or participation in any group, that causes or creates a substantial risk of causing mental or physical harm or humiliation. Such acts may include, but are not limited to, using alcohol,

creating excessive fatigue, and paddling, punching, or kicking in any form. Failure to intervene, prevent, or report acts of hazing may constitute a violation of this section.

- **3335-23-04 (M) Student conduct system abuse.**

Abuse of any university student conduct system, including but not limited to: (1) Failure to obey the summons or directives of a hearing body, as defined in rule 3335-23-10 of the Administrative Code, or university official; (2) Falsification, distortion, or misrepresentation of information before a hearing body, as defined in rule 3335-23-10 of the Administrative Code, or university official; (3) Disruption or interference with the orderly conduct of a student conduct proceeding; (4) Knowingly instituting of a student conduct proceeding without cause; (5) Discouraging an individual's proper participation in, or use of, a university student conduct system; (6) Influencing the impartiality of a member of a hearing body, as defined in rule 3335-23-10 of the Administrative Code, prior to, and/or during the course of a student conduct proceeding; (7) Harassment and/or intimidation of a member of a hearing body, as defined in rule 3335-23-10 of the Administrative Code, or university official prior to, during, and/or after a student conduct proceeding; (8) Failure to comply with one or more sanctions imposed under the code of student conduct; and (9) Influencing another person to commit an abuse of a university student conduct system.

- **3335-23-04 (R) Retaliation**

Any Intentional adverse action against an individual who makes an allegation, files a report, serves as a witness, assists a complainant or respondent, or participates in any university investigation or proceeding.

Notification to Others

To provide notice of this interim suspension, I have copied your organization's advisor, headquarters, and/or other relevant university staff (if applicable).

Requesting Termination or Modifications

Your organization may request termination of or modifications to this interim suspension. To do so, your organization must submit a request in writing to Dean of Students and Associate Vice President Dr. Danny Glassmann at glassmann.5@osu.edu. Your organization's request must include supporting documentation or evidence that your organization does not or no longer pose a significant risk of substantial harm to the safety or security of your members, new

members, or others, and/or any proposed modifications. [Section 3335-23-20 of the Code of Student Conduct](#) provides a complete description of this process.

Investigation

It is important that you meet with Student Conduct and follow all instructions and directives given to you by Student Conduct. Please know that any efforts by your organization, its members or other students acting on its behalf that could be considered retaliation or student conduct system abuse will not be tolerated and could result in additional disciplinary action against the organization and/or individual students involved.

Sincerely,

A handwritten signature in black ink, appearing to read 'D. Glassmann', with a stylized, cursive-like flourish at the end.

Danny Glassmann (he/him/his)

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

CC: Director of Sorority and Fraternity Life - Kim Monteaux De Freitas, EdD
Anti-Hazing Compliance Specialist - Brett Welsh
Student Conduct Officer - Malcolm Bello
Chapter Advisor - Chevon Toler
Zeta Phi Beta Sorority, Incorporated - Isi Green

November 25, 2024

██████ Zeta Phi Beta Sorority Inc

PERSONAL AND CONFIDENTIAL

Regarding Case Number: 2024369001

To ██████ and the members of the Xi Gamma chapter of Zeta Phi Beta Sorority Inc:

Student Conduct received a report containing allegations of hazing and endangering behavior occurring from the spring 2023 semester through the fall 2023 semester.

As a leader of your organization, I want to hear from you about this report. Please visit <https://go.osu.edu/brettwelsh> to schedule a meeting no later than Monday, December 2, 2024. This is a preliminary meeting, not a hearing as no charges have been issued. This meeting offers your organization the opportunity to share information and ask questions about the Student Conduct process.

Notify Members of the Organization

You are required to notify all members—including new members—about this investigation of your organization. Please send an email with this letter as an attachment to all members of your organization and copy welsh.418@osu.edu on the email notification.

Here are a few considerations to note:

- **Registered Co-Leaders:** You may bring a co-leader, such as a vice president or new member educator.
- **Advisor.** Your organization advisor, headquarters, and Sorority and Fraternity Life liaison are copied on this letter and we encourage their participation throughout the Student Conduct process. You are welcome to bring one additional advisor.
- **Anti-Hazing Policy.** I have attached the Ohio State Anti-Hazing Policy to this letter.
- **Student Rights and Responsibilities.** Information about the [Code of Student Conduct and our process](#) is available online. Additionally, I have attached a Statement of Student Rights and Responsibilities (PDF) to this letter.

Relevant Materials

Deadline: These relevant materials must be emailed to welsh.418@osu.edu **no later** than Monday, December 2, 2024.

I am requesting you review the roster currently on file with Sorority and Fraternity Life to confirm the information is correct and up to date. If the information is not correct, please download the roster and update it to reflect the contact information below.

Roster information must include:

- first and last name
- name.#
- member status (new, initiated, disaffiliated, etc.)
- semester initiated into chapter
- officer/leadership position (if applicable)

Finally, prior to our meeting, if you or other members of your organization have relevant materials, for example, written statements, text messages, photos, emails, etc., that you or they would like to share with us, please email them to welsh.418@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 conduct process.

While this meeting is preliminary, it is not optional. If your organization does not schedule its meeting before December 2, 2024, I may move forward with the Student Conduct process without your organization's participation. This could result in a formal investigation, charges, a hearing and sanctions.

Please visit <https://go.osu.edu/brettwelsh> to schedule a meeting no later than Monday, December 2, 2024. I look forward to meeting with your organization.

Sincerely,

A handwritten signature in black ink that reads "Brett Welsh". The signature is fluid and cursive, with the first and last names being clearly legible.

Brett Welsh
Anti-Hazing Compliance Specialist

A handwritten signature in black ink that appears to read "Malcolm Bello". The signature is stylized and cursive, with a long horizontal line extending from the end.

Malcolm Bello
Student Conduct Officer

welsh.418@osu.edu |

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

CC: Director of Sorority and Fraternity Life - Kim Monteaux De Freitas, EdD
Chapter advisor - Chevon Toler
Zeta Phi Beta Sorority, Incorporated - Isi Green

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

Responsible Office

Office of Student Life

POLICY

Issued: 01/09/2023

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

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

Purpose of the Policy

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

Definitions

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



University Policy

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

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

Policy Details

I. Scope

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

II. Prohibited Conduct

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

III. Duty to Report to Law Enforcement

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



University Policy

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

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

IV. Duty to Report to the University

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

PROCEDURE

Issued: 01/09/2023

I. Receipt of Report

- A. The university will review all reports of hazing that it receives.
- B. The university routinely notifies the appropriate law enforcement agency or agencies when a report of hazing is received. This notification does not replace requirements an individual may have under state law to report hazing.

II. Interim Measures

- A. To protect the ongoing health and safety of the university community, the university may issue interim measures (e.g., interim suspension or directive) as dictated by university policies and the [Code of Student Conduct](#).

III. Investigation, and Adjudication

- A. An investigation process related to the reported hazing will be completed by the appropriate university office(s) in accordance with their applicable procedures. Based upon the involved parties and the nature of the allegations, these offices may include, but are not limited to, Student Conduct within the Office of Student Life, the Office of Human Resources, the Office of Institutional Equity, and University Police.
- B. Alleged violations of this policy will be adjudicated under applicable policies and rules, including the Code of Student Conduct for alleged violations by students.



University Policy

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

IV. Sanctions/Corrective Action

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

V. Public Reporting

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

VI. Amnesty

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

VII. Training

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

Responsibilities

Position or Office	Responsibilities
Consultants, alumni, student organization advisors, and volunteers acting in an official or professional capacity	<ol style="list-style-type: none"> 1. Report hazing to law enforcement and university as set forth in the policy. 2. Complete training as directed by university.
Employees	<ol style="list-style-type: none"> 1. Report hazing to law enforcement and university as set forth in the policy. 2. Complete annual training as directed by university.
Students	<ol style="list-style-type: none"> 1. Report hazing to law enforcement and university as set forth in the policy.



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

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

Resources

Forms

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

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

University Policies, policies.osu.edu

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

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

Other Governance Documents

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

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

Additional Guidance

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

Hazing Prevention website, stophazing.osu.edu

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

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

Contacts

Subject	Office	Telephone	E-mail/URL
Policy questions	Office of Student Life	614-292-0748	stophazing@osu.edu stophazing.osu.edu
To make a report	Office of Student Life	614-292-0748	go.osu.edu/reporthazing
Anonymous report	Anonymous Reporting Line (does not fulfill duty to report under Collin's Law)	866-294-9350	ohio-state.ethicspoint.com
Criminal report – on Columbus campus	University Police	911 (emergency) 614-292-2121 (non-emergency)	dps.osu.edu
Criminal report – off Columbus campus (including regional campuses)	Local law enforcement agency with jurisdiction for location. University Police can assist with identifying appropriate agency.	911 (emergency) Go to stophazing.osu.edu for list of non-emergency phone numbers.	stophazing.osu.edu

History

Issued: 01/09/2023

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.





STUDENT CONDUCT

studentconduct.osu.edu

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 on, or around, the Fall 2023 semester, your chapter engaged or attempted to engage in conduct that includes, but is not limited to:

- Requiring new members to participate in an “underground” experience as part of their new member process
- Requiring new members to constantly participate in late night activities that lead to sleep deprivation
- Requiring new members to participate in mandatory exercises, such as planks, wall sits, pushups, and running
- Requiring new members to follow special rules, such as not being allowed to ride the bus, not being allowed to touch the grass, not being allowed to enter certain buildings, not being allowed to wear make-up, not being allowed to drink alcohol, not being allowed to have sex, required to wear hair down, and required to report to locations on demand
- Requiring new members to participate in acts of servitude, such as bringing food to active members of the organization
- Verbally assaulting and threatening new members
- Physically assaulting new members to the point of injury with the use of a paddle

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

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

- **3335-23-04 (B1) Endangering Health or Safety - 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.

Possible Sanctions

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

Resolution Options

Our chapter takes responsibility for the charge(s):

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

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

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

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

Next Steps

Please select your chapter's resolution option by initialing next to that resolution option, acknowledging the decision of your chapter by signing and dating below, and returning this letter to welsh.418@osu.edu no later than 4:30 p.m. on February 3, 2025.

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

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

Sincerely,



Brett Welsh

Anti-Hazing Compliance Specialist

Group Leader Acknowledgment of Letter & Resolution Option

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

Group Leader (Primary)

Signature: _____

Date: _____

Group Leader (Secondary)

Signature: _____

Date: _____

Group Advisor

Signature: _____

Date: _____

CC: Director of Sorority and Fraternity Life - Kim Monteaux De Freitas, EdD
Chevon Toler, Advisor
Gzz President
Ohio State Director



STUDENT CONDUCT

studentconduct.osu.edu

Sent electronically to

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)

██████ alleged that on, or around, the Fall 2023 semester, your chapter engaged or attempted to engage in ██████████s, but is not limited to:

- Requiring new members to participate in an “underground” experience as part of their new member process
- Requiring new members to constantly participate in late night activities that lead to sleep deprivation
- Requiring new members to participate in mandatory exercises, such as planks, wall sits, pushups, and running
- Requiring new members to follow special rules, such as not being allowed to ride ██████████, not being allowed to touch the grass, not being allowed to enter certain areas, not being allowed to wear make-up, not being allowed to drink alcohol, not being allowed to have sex, required to wear hair down, and required to report to locations on demand
- Requiring new members to participate in acts of servitude, such as bringing food to active members of the organization
- Verbally assaulting and threatening new members
- Physically assaulting new members to the point of injury with the use of a paddle

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

- **3335-23-04 (L) Hazing.** Doing, requiring, or encouraging any act, whether or not the act is voluntarily agreed upon, tied to initiation, continued membership, or participation in any group, that causes or creates a substantial risk of causing mental or physical harm to a student, which may include, but is not limited to, using alcohol, creating excessive fatigue, and paddling, punching, or kicking a student, or any other act. Failure to intervene, prevent, or report acts of hazing may constitute a violation of this section.
- **3335-23-04 (B1) Endangering Health or Safety - 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.

Possible Sanctions

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

Resolution Options

Our chapter takes responsibility for the charge(s):

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

Our chapter [REDACTED] in accordance with and as provided by Ohio law and the Code of Student Conduct to resolve the charge(s):

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

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

Next Steps

Please select your chapter's resolution option by initialing next to that resolution option, acknowledging the decision of your chapter by signing and dating below, and returning this letter to welsh.418@osu.edu no later than 4:30 p.m. on February 3, 2025.

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

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

Sincerely,



Brett Welsh

Anti-Hazing Compliance [REDACTED]

Group Leader Acknowledgment of Letter & Resolution Option

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

Group Leader

Signature: [REDACTED] _____

Date: 02/02/2025

Group Leader (Secondary)

Signature: _____

Date: _____

Group Advisor

Signature: Chevon Toler

Date: 2-3-25

CC: Director of Sorority and Fraternity Life - Kim Monteaux De Freitas, EdD

Chevon Toler, Advisor

Gzz President

Ohio State Director

February 26, 2025

Zeta Phi Beta Sorority Inc

Sent electronically to [REDACTED]

PERSONAL AND CONFIDENTIAL

Regarding Case Number: 20243690

To [REDACTED] and the members of the Xi Gamma chapter of Zeta Phi Beta:

We are writing to provide the Xi Gamma chapter of Zeta Phi Beta with its outcome in this case. The chapter requested an administrative decision for the following violations of the Code of Student Conduct:

- **3335-23-04 (L) Hazing.** Doing, requiring, or encouraging any act, whether or not the act is voluntarily agreed upon, tied to initiation, continued membership, or participation in any group, that causes or creates a substantial risk of causing mental or physical harm or humiliation. Such acts may include, but are not limited to, using alcohol, creating excessive fatigue, and paddling, punching, or kicking in any form. Failure to intervene, prevent, or report acts of hazing may constitute a violation of this section.
- **3335-23-04 (B1) Endangering Health or Safety – 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.

Specifically, during the Fall 2023 semester, the Xi Gamma chapter engaged in conduct that included, but is not limited to:

- Requiring new members and pre-pledges to participate in an “underground” experience as part of their new member process
- Requiring new members and pre-pledges to constantly participate in late night activities that lead to sleep deprivation
- Requiring new members and pre-pledges to participate in mandatory exercises, such as planks, wall sits, pushups, jumping jacks, and running
- Requiring new members and pre-pledges to follow special rules, such as not being allowed to ride the bus, not being allowed to touch the grass, not being allowed to wear make-up, not being allowed to drink alcohol, not being allowed

to have sex, required to wear hair down, and required to report to locations on demand

- Requiring new members and pre-pledges to participate in acts of servitude, such as purchasing and delivering food to active members of the organization and giving rides to active members
- Verbally assaulting and threatening new members and pre-pledges
- Physically assaulting new members to the point of injury with the use of a paddle
- Driving recklessly with a new member in an active member's vehicle

Sanction Consideration

We considered the following factors in determining appropriate sanctions:

- The chapter's previous conduct history, including its previous hazing and endangering health or safety violations from 2013
- The severity and frequency of hazing behaviors corroborated by multiple witnesses
- The actual harm caused by the chapter's conduct and the potential for harm
- The failure by members of the organization to provide honest, thorough and accurate accounts of events related to the Fall 2023 new member process
- The level of support provided by the organizational headquarters and chapter advisors. We believe neither headquarters nor chapter advisors were aware of hazing during the new member process and have demonstrated a commitment to participate in the student conduct process.

Outcome

Organization Outcome – Revocation

The Gamma Xi Zeta Phi Beta chapter's recognition as a registered student organization is revoked effective (date), or upon the date of an appeal decision (if the chapter submits an appeal and the revocation is upheld) through January 1, 2029. If you choose to reestablish a chapter of Xi Gamma of Zeta Phi Beta at Ohio State, your international organization must begin communication at least one year prior to reestablishing, but no sooner than January 10, 2028. With the revocation of the chapter's recognition as a registered student organization at Ohio State, your chapter no longer has the rights and privileges afforded to a recognized student 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 trainings and workshops through Student Activities
- Access to free marketing resources
- Access to free website hosting, email address and/or email listserv
- Participation in governing council and SFL community events and programming put on by SFL staff or the Greek Programming Board
- Membership in honor societies such as Order of Omega
- New and active member ongoing education via the Standards of Excellence program and council programming
- Recognition in the Sorority and Fraternity Life Awards program
- Ability to host social events with National Pan-Hellenic Council (NPHC) sororities and their members in the Panhellenic Association.

Further, any student using Zeta Phi Beta's name or likeness (e.g., Greek letters) while alleged to have violated the Code of Student Conduct may be investigated and, if applicable, charged as an individual in the Student Conduct process.

Zeta Phi Beta Inc. is also prohibited from using the name, logos and other trademarks of The Ohio State University and any prior permissions granted to the organization by the university's Office of Trademark and Licensing are revoked. This includes, but is not limited to, the usage of Brutus and the university's name on the Zeta Phi Beta social media pages. Failure to comply with this requirement will result in referral to the university's Office of Trademark and Licensing for review and possible enforcement action.

Continued operation of Zeta Phi Beta will prevent any consideration of a return to the community as a registered student organization until operations cease.

In discussing its return to our community, Zeta Phi Beta headquarters representatives must meet with the Director of Sorority and Fraternity Life, or designee, to discuss the current campus environment and what requirements must be completed before the reestablishing process and during the chapter's first year. These conversations will occur in consultation with the Director of Student Conduct, or designee.

In determining whether to permit reestablishment of a chapter at Ohio State, Sorority and Fraternity Life and Student Conduct will take into consideration the organization's efforts to remedy or eliminate underground activity while the chapter remains deactivated. We encourage Zeta Phi Beta headquarters to provide Student Conduct with any documentation related to these efforts throughout the revocation period.

Additionally, we invite the organization to submit a memorandum identifying actions it will take during the revocation period or when re-joining our campus community. Memorandum topics could include:

- investigation/adjudication actions against this chapter or any of its individual members
- future recruitment strategies
- new member reviews and criteria
- alumni and advisor involvement
- selection of consultants and new chapter coordinators
- new member education plans
- hazing and risk management policies
- strategies for re-establishment and recruitment that will reduce or eliminate the risk of “pre-pledging” behaviors

This optional submission can be submitted any time up to and including January 10, 2028.

Summary of dates

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

- Revocation Effective – February 26, 2025
- Revocation End Date – January 1, 2029
- Headquarters memorandum – January 10, 2028
- First date to establish communication about potential reestablishment – January 10, 2028

Chapter Communication Plan

To ensure the entire chapter is aware of the chapter's status, at the end of the appeal period, the chapter president or a national headquarters staff member must email this outcome letter to all members known to headquarters as of March 10, 2025. You must copy Brett Welsh (welsh.418@osu.edu) on this email to verify completion.

Requests for Extensions and Modifications

Any request for an extension or modification of any outcome must come from the chapter president to welsh.418@osu.edu. The request must contain a detailed explanation of the reason for the request and a new proposed deadline. We will review requests and communicate deadlines and/or next steps through email.

Staffing Change

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

Appeal

Because you accepted an administrative decision, you may only appeal on the basis that the disciplinary sanction imposed is grossly disproportionate to the violation committed. To do so, you must submit your appeal through the online form no later than 4 p.m. (ET) on March 5, 2025. You can learn more about the appeal process on our website. If you do not submit an appeal, this decision will be effective at the end of your appeal period. If you have further questions, call (614) 292-0748 prior to the expiration of your appeal period.

If you have any questions concerning this matter, please do not hesitate to contact me by email at welsh.418@osu.edu between 8 a.m. and 5 p.m. Monday through Friday.

Sincerely,

A handwritten signature in dark ink, appearing to read "Brett Welsh", written in a cursive style.

Brett Welsh
Anti-Hazing Compliance Specialist

A handwritten signature in dark ink, appearing to read "Malcolm Bello", written in a stylized, cursive-like font.

Malcolm Bello
Student Conduct Officer

CC: Director of Sorority and Fraternity Life - Kim Monteaux De Freitas, EdD
Chevy Toler, Chapter Advisor
State Director
NPHC President

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

GROUND 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).