

**Office of the Dean of Students
Division of Student Affairs and Campus Diversity**

Monday, February 17, 2025

This is an official document.

DELTA GAMMA, EPSILON SIGMA: DECISION LETTER

Thank you for meeting with Brian Rountree and Kara Bauer on Tuesday, February 4, 2025 to discuss the alleged policy violations of the Student Organization Code of Conduct for Delta Gamma resulting from reported incidents in the Fall 2024 semester. During the meeting, Brian outlined the process and findings of Delta Gamma's investigation.

The investigation found that Delta Gamma chapter officers were aware of multiple incidents involving alcohol and new members, but failed to report these incidents to the university or follow proper risk management procedures at the time of the incidents. It was also identified that Delta Gamma chapter members demonstrated a lack of clarity regarding university and organizational policies related to hazing prevention and seeking medical attention for students. Furthermore, evidence indicated that chapter members, including those in leadership and mentorship roles, participated in hazing-related behaviors during the Fall 2024 semester, contributing to a chapter culture inconsistent with the values of Delta Gamma and the expectations of the university.

Decision

Based on the information gathered during the investigation, I have found based on a preponderance of evidence that Delta Gamma is in violation of the following Student Organization Code of Conduct policies:

(2) Alcohol. *Violation of applicable law or University policy regarding the use, possession, manufacture, or distribution of alcoholic beverages while on or off campus.*

(20-1) Hazing or Conspiracy to Haze. *Hazing is defined as any method of indoctrination, initiation or pre-initiation into a student organization, or any other organization-related activity, which, regardless of location, intent, membership status or rank of the participants, or the express or implied consent of the participants, causes, or is reasonably likely to cause, physical or mental injury, substantial mental or physical discomfort or stress, personal degradation, harassment or intimidation of or to any former, current or prospective student of any educational institution.*

(21) Health and Safety. *Conduct that threatens or endangers the health or safety of any person within or related to the University community, including physical abuse, threats, intimidation, harassment, sexual misconduct, throwing bottles or objects that could result in personal injury, or where three or more members of a student organization engage in group violence or taunt others to engage in violence.*

As a result of the violations, Delta Gamma is sanctioned to **Probation with Stipulations** through **September 19, 2025**. The stipulations are as follows:

Educational Workshops. Delta Gamma is expected to host two educational workshops for members of the chapter by **April 25, 2025**. Specifically, the following topics are stipulated with the Probation and must have 90% chapter participation:

- San Diego State University, Delta Gamma, and National Panhellenic Conference risk management policies, including bystander intervention and reporting processes such as the Good Samaritan and Amnesty policies
- Hazing prevention (recommended "Human Dignity Workshop" from Delta Gamma, "Because I Said I Would: The Importance of a Promise" DG Dialogue, or campus hazing prevention program)

The educational workshops can be facilitated by professional staff of the university and/or Delta Gamma headquarters staff, but must be reviewed in advance by a Pierce Greek Life Center staff member prior to facilitation.. Chapter leadership is

expected to document attendance for the workshops and submit the attendance in a spreadsheet within 48 hours of the workshops. The spreadsheet should include the *last name, first name, SDSU email addresses, and Red IDs of all student participants*, separated in columns. Additionally, the chapter must provide a reflection of each workshop to include: photos, presenter information, the strengths of the workshops and the opportunities for growth. Any chapter members not in attendance must receive the workshop materials in another documented format within 48 hours of the workshop.

New Member Process Support. Delta Gamma chapter leadership is expected to submit a revised new member education plan to the Pierce Greek Life Center for review by March 3, 2025. To support the revision of the new member education plan, it is recommended that the Vice President: Member Education coordinate a meeting with the Director of New Members, Director of Rituals, Chapter President, Collegiate Success Specialist (CSS), Regional Collegiate Specialist (RCS), Advisory Team Chair (ATC), and rituals adviser. Particular attention should be given to remaining education for the Fall 2024 new member class, which may include upcoming sisterhood events, new member meetings, and chapter rituals, as well as to transition materials and resources for the new Chapter Management Team (CMT) to facilitate a safe, values-aligned new member process in the future. Delta Gamma has requested that the chapter submit a written overview of the meeting outcomes and a plan for implementation to the RCS and ATC by March 15, 2025, as well as a general overview of this report to Pierce Greek Life Center staff by March 30, 2025.

Bid Day Support. The Chapter Management Team (CMT) will develop a comprehensive plan for chapter Bid Day activities for Spring 2025 (if applicable) and Fall 2025. This plan, due at least four weeks before the respective bid day, will be submitted to the RCS, ATC, CSS, Pierce Greek Life Center staff and the RSO faculty/staff advisor for review and approval. The plan must include an objective for bid day, a detailed list of planned activities/events, preventative strategies to avoid problematic behaviors observed in Fall 2024, education on the purpose of bid day, accountability measures for members, and intervention strategies for addressing any concerns during the activities/events. Within one week of bid day, the chapter will submit a reflection detailing the day's events/activities, successes, and challenges to Pierce Greek Life Center staff, the RCS, and the ATC.

Membership Accountability. In concert with Delta Gamma headquarters, the university expects all chapter members who joined Fall 2024 and prior will sign the Member Promise Form via GreekBill by **March 10, 2025**. This form outlines expectations for appropriate member/new member relations and will be reviewed during a chapter meeting before being routed for signatures by Delta Gamma. The chapter must submit a report to the Pierce Greek Life Center confirming all members signed the Member Promise Form by the deadline.

Failure to complete these stipulations by the timeline may result in further judicial action for Delta Gamma.

Thank you again for taking the time to meet with Brian Rountree in the Informal Conference. We hope that the outcome of the investigation will contribute to the success of the Epsilon Sigma chapter of Delta Gamma at San Diego State University.

Respectfully,



Caryl Montero-Adams
Interim Dean of Students

cc:

Dr. Randy Timm, Senior Associate Vice President, Division of Student Affairs and Campus Diversity

Kristen Lemaster, Director, Pierce Greek Life Center

Dr. Lee Mintz, Executive Director, Center for Student Rights & Responsibilities and Deputy Title IX Coordinator & DHR Administrator

Dr. Brian Rountree, Associate Director, Center for Student Organizations & Activities

Madison Anderson, Student Life Health and Safety Coordinator

Abby Welch, Collegiate Success Specialist, Delta Gamma Fraternity

Dana Peacock, Alumnus Advisor, Delta Gamma Fraternity

Kate Dunlap, Faculty/Staff Advisor, Delta Gamma

Lauren Hagen, President, College Panhellenic Association

Madeline Hogenauer, Vice President of Accountability, College Panhellenic Association