

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

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This is an official document.
ALPHA PHI OMEGA: DECISION LETTER

Thank you for meeting with me on April 8, 2022 for an Informal Conference, and for follow-up meetings on July 26, 2022 and August 11, 2022. During the Informal Conference, we reviewed Alpha Phi Omega's involvement in the alleged violations of the following policies of the Student Organization Code of Conduct during the Fall 2021 term: Alcohol, Hazing, and Health and Safety.

During the Informal Conference, President Jazracanah Zulueta and Jayden Curameng represented the organization. Advisors Kathy McNamara and Mark Gelle were also present. During the Informal Conference, the group discussed information that was presented during the course of the investigation. Specifically, the group discussed that the initial incident report was submitted via email to the University's report hazing email address. The detailed report prompted investigations by the Center for Student Organizations & Activities and the Center for Student Rights & Responsibilities. Following the review of the incident report, the group discussed investigative themes, including new member requirements, a retreat where alcohol was present and consumed, and the engagement of alumni.

President Anthony Norderhaug, Advisor Kathy McNamara, and Section B-2 Chair Alyssa Wong represented the organization during the meeting on July 26, 2022.

President Anthony Norderhaug, Region B Chair Susan Taylor, Section B-2 Chair Alyssa Wong, Advisor Matthew Garcia, Advisor Gretchen Barksdale, Advisor Kent Lee, and Advisor Genel Ronquillo represented the organization during the meeting on August 11, 2022.

Decision

Based on the information presented during the course of the investigation, including accounts from members of the fraternity, I have found Alpha Phi Omega. to be responsible for violations of the Alcohol, Hazing or Conspiracy to Haze, and Health and Safety policies of the Student Organization Code of Conduct.

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

b(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.

b(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 Alcohol, Hazing or Conspiracy to Haze, and Health and Safety policy violations, Alpha Phi Omega is sanctioned to **Probation with Stipulations through December 31, 2022.**

Any further violations of University policy during the term of the Probation may result in an immediate Interim Suspension. In addition to the Probation, Alpha Phi Omega must complete the following stipulations:

Recruitment

During the Probation, Alpha Phi Omega may host recruitment events on campus that conclude before 10:00 pm. The events must be entered through the Event Application System. With the exception of tabling and participation in student involvement expos, all recruitment events must have an advisor present for the duration of the event.

Prospective New Member Processes

Alpha Phi Omega must develop a new member education process plan. Prior to the start of the prospective new member process during Fall 2022, Alpha Phi Omega leadership, including the President, those responsible for the prospective new member process, and the chapter advisor(s) must meet with Student Life staff to review the plan, expectations, risk management, and other documents (i.e. syllabus).

All prospective new member processes must be held on-campus and entered through the Event Application System. Meetings, activities, and events that are part of the new member process must have an advisor present and conclude prior to 10:00pm.

Advisor and Alumni Engagement

Alpha Phi Omega routinely engages advisors (both Faculty/Staff and alumni) and alumni. Given the involvement of alumni in facilitating and perpetuating behavior consistent with the violations of policy, all alumni and advisors who will be participating in undergraduate chapter activities must be registered with and trained by Student Life staff.

The chapter must submit the names and contact information for all alumni who will be engaging in Alpha Phi Omega activities with undergraduate members by September 1, 2022. The list must be submitted, in the same email, to the Assistant Dean of Students for Student Life, the Director of the Center for Student Organizations & Activities, and the Alpha Phi Omega Region B Chair. The list should note which alumni will be serving in an advisory capacity for Alpha Phi Omega for events during Fall 2022. Only those alumni designated as being able to serve in an advisory capacity at events, and the organization's Faculty/Staff Advisor(s), will be able to serve in an advisory capacity during the events outlined above. SDSU staff will facilitate training up to two times during the month of September in an effort to provide times that work for the alumni and Faculty/Staff advisors.

On a limited and case-by-case basis, the chapter may request to remove the advisory requirement for service projects that are managed by off-campus, third party organizations. In these cases, the organization's staff must be present on-site and there may be no pre or post activities with new members. The requests must be submitted at least two weeks in advance of the activity by email to the Director for the Center for Student Organizations & Activities.

Hazing Policies Attestation

Consistent with fraternities and sororities, the president and advisors will be routed the Hazing Policies Attestation Form, which must be reviewed and acknowledged prior to recruitment activities.

Educational Opportunities

During Fall 2022, Alpha Phi Omega must host a hazing education workshop for all active members (with 80% of the membership in attendance), and all alumni/volunteer advisors who will interact with the chapter. The workshop must be facilitated by university or Alpha Phi Omega staff, and take place by September 18, 2022. Information presented must include hazing definitions, alternatives, and how to report.

Further, all new members of Alpha Phi Omega must participate in the New Member Education Symposia hosted by the Center for Fraternity & Sorority Life at SDSU during the Fall 2022 term.

Closing

Thank you again for taking the time to meet with me in the informal conference and in our follow-up meeting on July 26, 2022. We hope that the outcome of the incidents and the imposed sanctions will contribute to the success of Alpha Phi Omega at San Diego State University.

Respectfully,

**Caryl Montero-Adams**

Assistant Dean of Students for Student Life

cc:

Dr. Randy Timm, Associate Vice President for Campus Life and Dean of Students, Division of Student Affairs and Campus Diversity

Dr. Lee Mintz, Director, Center for Student Rights & Responsibilities

Kevin Araujo-Lipine, Director, Center for Student Organizations & Activities

Chelsea Lombrozo, Assistant Director, Glazer Center for Leadership & Service

Susan Taylor, Region B Chair, Alpha Phi Omega

Alyssa Wong, Section B2 Chair, Alpha Phi Omega

Kent Lee, Advisor, Alpha Phi Omega Fraternity

Matthew Garcia, Faculty/Staff Advisor, Alpha Phi Omega

Gretchen Barksdale, Faculty/Staff Advisor, Alpha Phi Omega

Genel Ronquillo, Community Advisor, Alpha Phi Omega Fraternity

Mark Gelle, Former Faculty/Staff Advisor, Alpha Phi Omega

Kathleen McNamara-Schroeder, Former Faculty/Staff Advisor, Alpha Phi Omega