

December 20, 2024

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SIGMA PHI EPSILON FRATERNITY DECISION LETTER

Thank you for meeting with Kristen Lemaster via Zoom on November 22, 2024 during Sigma Phi Epsilon - California Delta chapter's Informal Conference. During the Informal Conference, allegations of policy violations were discussed. Specifically, a series of alleged hazing violations and health and safety concerns were discussed.

Representatives of Sigma Phi Epsilon fraternity included Director of Chapter Operations Blake Gurney and alumni advisors Ron Smith and Kevin Kwoka. Faculty/staff advisor Christine Probett was also in attendance. Given the decision of Sigma Phi Epsilon's National Board of Directors to withdraw California Delta's charter and close the chapter at San Diego State University, effective November 8, 2024, undergraduate chapter members were not permitted to participate as representatives of the organization.

Findings

As discussed during the Informal Conference, the investigation found Sigma Phi Epsilon - California Delta chapter participated in hazing behaviors, including acts of servitude and requiring new members to carry various items, during the Fall 2024 term.

Additionally, the Sigma Phi Epsilon national organization identified that chapter officers had created a culture of distrust of volunteers and alumni, and a lack of accountability for the safety of new members.

Based on the information presented during the investigation, I have found based on a preponderance of evidence that Sigma Phi Epsilon is in violation of the following Student Organization Code of Conduct policies:

(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.*

The preponderance of the evidence did not establish alcohol violations took place in Sigma Phi Epsilon at that time.

As a result of the violations, Sigma Phi Epsilon is sanctioned to **Expulsion** until **October 7, 2029**. The Interfraternity Council's (IFC) expansion process follows the North American Interfraternity Conference (NIC) protocol for Responsible Growth and will accept applications from Sigma Phi Epsilon no earlier than Spring 2029 for a potential future re-establishment. San Diego State University recognition of Sigma Phi Epsilon has been revoked until Sigma Phi Epsilon

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is approved to reestablish at SDSU. A formal invitation letter will be sent to the fraternity headquarters once the fraternity completes the IFC expansion process and is confirmed by the university.

In addition to the sanction of Expulsion, Sigma Phi Epsilon must complete the following stipulations prior to, through, and after the reestablishment process:

Members of Sigma Phi Epsilon who were involved in the chapter during the Fall 2024 term and who retain their fraternity membership may not engage with the undergraduate chapter during and after the establishment. When graduated, the individuals may not serve in advisory roles or have contact with undergraduate members.

Any further violations of university policy by Sigma Phi Epsilon during the term of the expulsion may result in additional conduct charges, which may lead to a lengthened period of expulsion from the university.

The content of this letter only reflects the outcome of the organizational administrative investigation. Please be advised that this organizational decision has no impact on individual conduct proceedings. Individual conduct proceedings are facilitated by the Center for Student Rights & Responsibilities and all students associated with Sigma Phi Epsilon may be held individually accountable for behaviors that violate the Student Code of Conduct.

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 Office for Restorative Practices
Christine Probett, Faculty/Staff Advisor, Sigma Phi Epsilon Fraternity
Blake Gurney, Director of Chapter Operations, Sigma Phi Epsilon Fraternity
Ron Smith, Alumnus Advisor, Sigma Phi Epsilon Fraternity
Kevin Kwoka, Alumnus Advisor, Sigma Phi Epsilon Fraternity
Dan Faill, Vice President of Campus Support, North American Interfraternity Conference
Chris Johnson, President, Interfraternity Council
Ayden Halvorson, Vice President for Judicial Affairs, Interfraternity Council