

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

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August 15, 2025

**ALPHA KAPPA PSI DECISION LETTER**

An Informal Conference for Alpha Kappa Psi occurred on June 6, 2025. During the Informal Conference, we reviewed Alpha Kappa Psi's involvement in the alleged violations of the following policies of the Student Organization Code of Conduct during the period of Spring Semester 2025: Hazing or conspiracy to haze.

During the Informal Conference, President Ashton Sophabmixay, Faculty Advisor Dr. Lisa Gates, and Chapter Education Resource Coordinator Je'nai Lee were present from the organization. During the Informal Conference, the group discussed information that was presented during the course of the investigation.

Specifically during the Informal Conference, the group discussed the anonymous email report that was received on March 8, 2025 that alleged that members of Alpha Kappa Psi participated in hazing behaviors towards new members of the organization during the period of spring 2025 semester. Concerns included, but were not limited to: being forced to stay up late or wake up early without clear explanation of what they are expected to do or where they are going, pledges experiencing intense verbal abuse when not performing presentations to the standards expected of the fraternity, and creating an unsafe environment, both physically and emotionally.

During the course of the investigation it was discovered that Alpha Kappa Psi pledges stay up late working on weekly presentations, at times as late as 2:00 AM. After a presentation was given, feedback was shared with pledges from the Initiation and Membership Committees. Most new members felt that the feedback shared was constructive, but can be harsh. Outside of the presentations, there were reports of a new member being addressed for an individual concern in a group setting that was not appropriate.

Alpha Kappa Psi held a pre-retreat and overnight retreat for new members during Spring Semester 2025. The pre-retreat started at 8:00 AM on a Saturday, prior to new members going on an overnight retreat. New members indicated being unclear of what was happening at the pre-retreat and retreat. The national office of Alpha Kappa Psi shared that overnight retreats are no longer permitted.

Additionally, there was conversation about review and improvement of processes including roster maintenance, expectations for new members and active members' use of alcohol during the leadership process, and chapter response to harassment and discrimination allegations to make sure they are in alignment with University and national organization expectations, and don't negatively impact the academic success of students. Support from the national office was offered to assist with alignment.

## Decision

Based on the information presented during the course of the investigation, including accounts from pledges and members of the fraternity, I have found Alpha Kappa Psi to be responsible for violation of the Hazing or conspiracy to haze policy of the Student Organization Code of Conduct.

***b(20) 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.*

As a result of the Hazing or conspiracy to haze policy violation, Alpha Kappa Psi is sanctioned to **Probation with Stipulations** through **December 31, 2026**.

Any further violations of University policy during the term of the Probation may result in an immediate Interim Suspension. The stipulations, which must be scheduled and completed no later than **Friday, March 14, 2025** are as follows:

### Hazing Prevention Course

To assist members with utilizing best practices in awareness and prevention of hazing, members will complete the Prevent Zone online hazing prevention course annually for the next three years. Members will learn techniques to recognize, prevent, and report hazing. The course will provide a baseline for understanding the complexities of hazing while also focusing on positive actions and alternatives to stay safe and replace traditional hazing practices. The Office of the Dean of Students staff will share specific instructions to access the course with organization leadership in advance of it being shared with members. The chapter, with assistance of university staff, will facilitate the distribution and completion instructions for each member. All members and potential new members as of **October 1, 2025**, must complete the Prevent Zone online hazing prevention course. The course must be completed by **October 15, 2025**. The annual completion will follow the **October 1st** (membership) and **October 15th** (course completion) deadline dates for **2026 and 2027**.

**Educational Workshop.** In a decision letter to Alpha Kappa Psi from January 29, 2025, an educational workshop was assigned as part of stipulations for the organization. Alpha Kappa Psi was unable to complete the stipulation due to allegations of hazing and being placed on an Interim Suspension. Alpha Kappa Psi is expected to host an educational workshop for members of the chapter. Specifically, the following workshop is stipulated with the Probation and must have 90% chapter participation:

- Fall 2025: Proactive Risk Management Workshop. This workshop will address university policies and procedures, risk identification, and harm reduction as it relates to social events in the university setting.

The Chapter Membership Expectations & Risk Management presentation must be facilitated by an individual identified in collaboration with and approved by Kevin Araujo-Lipine. Chapter leadership is responsible for scheduling the workshop by **September 19, 2025**. Chapter leadership is expected to document attendance for the workshop. The chapter must complete the workshop and submit the attendance in a spreadsheet to Kevin Araujo-Lipine at [karaujolipine@sdsu.edu](mailto:karaujolipine@sdsu.edu) by **Friday, November 14, 2025**. The spreadsheet should include the last name, first name, and Red IDs of all student participants, separated in columns. Additionally, the chapter must provide a reflection of the workshop to include: photos, presenter information, the strengths of the workshops, opportunities for growth, and risk management plans for the future.

**Failure to complete these sanctions may result in immediate Interim Suspension.**

**Appeal Process**

If Alpha Kappa Psi does not accept the terms of the decision, the organization has the right to appeal. To initiate the appeal process, the president of the organization must submit a letter (electronically) within ten (10) business days to the Facilitator ([karaujolipine@sdsu.edu](mailto:karaujolipine@sdsu.edu)) and Interim Dean of Students ([caryl.adams@sdsu.edu](mailto:caryl.adams@sdsu.edu)). The letter should detail which part(s) of the decision that the organization is appealing and why the organization believes the appeal is justified.

Respectfully,

A handwritten signature in black ink, appearing to read 'KAL', with a stylized flourish extending from the end.

**Kevin Araujo-Lipine**

Director, Center for Student Organizations & Activities

CC:

Caryl Montero-Adams, Interim Dean of Students

Dr. Lee Mintz, Executive Director, Center for Student Rights & Responsibilities and Office for Restorative Practices

Dana Haxby, Student Life Advisor, Center for Student Organizations & Activities

Dr. Lisa Gates, Faculty Advisor, Alpha Kappa Psi

Je'nai Lee, Chapter Education Resource Coordinator, Alpha Kappa Psi