

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

November 25, 2024

This is an official document.
ALPHA PHI: DECISION LETTER

Thank you for meeting with me on November 7, 2024 to discuss the alleged policy violations of the Student Organization Code of Conduct for Alpha Phi resulting from reported incidents in the Spring 2024 semester. During the meeting, I outlined the process and findings of Alpha Phi's investigation.

The investigation found Alpha Phi partnered with an IFC fraternity to host an unregistered social event with alcohol at a satellite house on April 10, 2024, and encouraged sorority members to attend despite knowledge of the fraternity's active interim suspension status with the university. It was also identified that Alpha Phi members were unclear on university and organizational policies related to interim suspensions, alcohol education, and overall risk management.

Decision

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

(1) Aiding and Abetting. *Aiding, abetting, encouraging, permitting or assisting a student or student organization to do any act that would violate a university policy or applicable law; or that could subject the student or student organization to discipline.*

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

(32) Student Organization Events.

- 1. Sponsoring, co-sponsoring or conducting an on-campus event, other than a regular organization business meeting, without the permitting from the Office of the Dean of Students (See event application procedures in Section II of the SDSU Student Organizations Handbook)*
- 2. Failure to comply with event permitting conditions imposed by the Office of the Dean of Students or other university offices/departments.*

The preponderance of the evidence did not establish hazing activity took place in Alpha Phi at that time.

As a result of the violations, Alpha Phi is sanctioned to **Probation with Stipulations** through March 31, 2025. The stipulations are as follows:

Educational Workshop. Alpha Phi is expected to host an educational workshop for all members of the chapter by February 24, 2025. Specifically, the following topics are stipulated with the Warning and must have 90% chapter participation:

- San Diego State University, Alpha Phi, and National Panhellenic Conference risk management policies, including partnering with organizations on interim suspension
- Alcohol Education (recommended "The Buzz" from Alpha Phi)

The presentation can be facilitated by professional staff of the university and/or sorority. Chapter leadership is expected to document attendance for the workshop and submit the attendance in a spreadsheet within 48 hours of the workshop. 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 the 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.

Additionally, I would recommend the chapter reach out to the international headquarters to coordinate a staff visit to campus for additional support, as well as chapter member completion of the Alpha Phi Alcohol Safety and ScreenU modules. I would also recommend the chapter revise the “points” system for member participation and work with chapter advisors to ensure the chapter offers a variety of intentionally substance-free social opportunities for members.

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

Lastly, the university received reports of additional alleged violations of the Student Organization Code of Conduct, including alcohol, hazing, and health and safety policies. Please be advised that, in addition to the sanctions outlined above, the Interim Suspension of Alpha Phi remains in effect while these additional allegations are investigated. In accordance with the terms of that Interim Suspension, Alpha Phi’s operations must remain ceased until further notice.

All members of Alpha Phi will be expected to fully cooperate with the investigation and review process. Be advised that providing false or misleading information, concealing information, instructing others to provide false information or conceal information, attempting to obstruct the investigation, or attempting to threaten or intimidate witnesses or others involved in the investigation will result in judicial referral of all students involved and possible sanctions on the organization.

Thank you again for taking the time to meet with me in the informal conference. We hope that the outcome of the investigation will contribute to the success of Alpha Phi at San Diego State University.

Respectfully,



Kristen Lemaster
Director, Pierce Greek Life Center

cc:
Dr. Randy Timm, Senior Associate Vice President, Division of Student Affairs and Campus Diversity
Caryl Montero-Adams, Interim Dean of Students
Dr. Lee Mintz, Executive Director, Center for Student Rights & Responsibilities and Deputy Title IX Coordinator & DHR Administrator
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