

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

October 3, 2025

This is an official document.
KAPPA ALPHA ORDER: DECISION LETTER

Thank you for meeting with me on Friday, September 19, 2025, to discuss the alleged violations of the Student Organization Code of Conduct by Kappa Alpha Order related to incidents spanning from Fall 2023 through Fall 2025. During this meeting, we reviewed the reported incidents and the themes of the investigation facilitated by Kappa Alpha Order National Administrative Office staff and me.

As disclosed during the investigation and discussed during the Informal Conference, Kappa Alpha Order participated in several hazing behaviors semesterly from Fall 2023 through Spring 2025. Confirmed hazing behaviors include:

- Compelling new members to consume alcohol during the new member process, including, but not limited to, Bid Night, Big/Little Reveal, and “family drinks;”
- Compelling new members to participate in line-ups, including quizzes, yelling, degradation, and forced calisthenics;
- Compelling new members to perform in a talent show for the amusement of active members, including degradation and alcohol use;
- Compelling new members to participate in “Survivor Week,” a three-day long team competition that included compelling the losing team to vote a new member to be “dropped” from the process without the active chapter’s intention of removing their membership;
- Compelling new members to assume weekly roles, including “Weather Pledge,” “Pizza Box Pledge,” and “Suitcase Pledge,” where new members were asked to participate in activities for the amusement of others and were instructed to carry unusual items throughout campus;
- Compelling new members to participate in “Final Week” or “I-Week” activities, including sleeping in a confined space in the chapter facility for at least one night;
- Compelling individuals to participate in gym hours; and
- Compelling new members to participate in set-ups and clean-ups for social events.

The chapter also compelled new members to hike Cowles Mountain in the dark during the 2023-24 academic year.

Additionally, the chapter furnished false information to the university and Kappa Alpha Order National Administrative Office staff during a previous investigation and when responding to concerns at the chapter facility in May 2025.

Reports of alleged violations of the Interim Suspension assigned to the Gamma Iota Chapter of Kappa Alpha Order in May 2025 were also discussed during the Informal Conference. Specifically, the group reviewed reports of the chapter recruiting potential new members during Summer and Fall 2025.

Decision

Based on the information gathered during the investigation, based on a preponderance of evidence, I find that the Gamma Iota Chapter of Kappa Alpha Order is in violation of the following sections of the Student Organization Code of Conduct:

(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.*

(20-2) Hazing or Conspiracy to Haze. *Hazing also includes any activity that compels a student to participate in any activity that is unlawful, publicly indecent or contrary to the policies and regulations of the University, or any activity that unreasonably and materially interferes with a student's academic efforts.*

(38-1) Violation of the Student Organization Conduct Procedures. *Falsification, distortion, or misrepresentations of information related to a student organization discipline matter.*

(38-6) Violation of the Student Organization Conduct Procedures. *Failure to comply with the sanction(s) imposed under a student organization disciplinary proceeding.*

As a result of the violations, the Gamma Iota Chapter of Kappa Alpha Order is sanctioned to **Suspension in Abeyance with Stipulations** through **May 31, 2026** followed by **Probation with Stipulations** through **December 31, 2026**. The stipulations are as follows:

Recruitment and Membership Joining Process. Kappa Alpha Order may not participate in any recruitment, membership joining, and new member education processes during the Fall 2025 term. In order to recruit during the Spring 2026 term, specified sanctions must be met.

Initiation of Spring 2025 New Members. Kappa Alpha Order may host the initiation of new members from Spring 2025 during the Fall 2025 semester. Initiation must take place on the San Diego State University campus or at an off-campus third-party venue. Kappa Alpha Order National Administrative Office staff must be present for the duration of the initiation event. Kappa Alpha Order may not host or participate in social events or events that include alcohol before or after the initiation.

Comprehensive New Member Education Plan. Kappa Alpha chapter leadership is expected to work with chapter advisors, regional staff, Kappa Alpha Order National Administrative Office, and the Pierce Greek Life Center to develop a comprehensive new member education plan. This plan must be inclusive of all new member education sessions, as well as any additional expectations and time commitments for students participating in new member education. The plan must be submitted to the Pierce Greek Life Center for review by December 31, 2025 and prior to any recruitment activities. The plan must be in alignment with new member education processes espoused by Kappa Alpha Order National Administrative Office, university policy, and all applicable laws. The new member education plan may be drafted for review in an editable document, but the final plan must be submitted using the form developed by Pierce Greek Life Center staff.

Educational Workshop: Hazing Prevention. The Gamma Iota Chapter of Kappa Alpha Order is expected to host an educational workshop focused on hazing prevention for members of the chapter **prior to hosting any**

chapter recruitment activities. The workshop must have 90% member participation. The following topics are required to be included in the hazing prevention workshop:

- A review of San Diego State University and Kappa Alpha Order hazing prevention and bystander intervention policies, as well as the university's Good Samaritan and Amnesty policies.
- Overview of state and federal anti-hazing legislation.
- Strategies to prevent and address hazing within the chapter.
- Ways to report hazing, including to SDSU and Kappa Alpha National Administrative Office.
- Case studies to facilitate dialogue about the influence of power dynamics and peer pressure.

Educational Workshop: Risk Management. The Gamma Iota Chapter of Kappa Alpha is expected to host an educational workshop for members of the chapter **prior to registering or hosting any social events**, regardless of whether the event will have alcohol present. The workshop must have 90% member participation. The following topics are required to be included in the risk management workshop:

- San Diego State University, Kappa Alpha, and North American Interfraternity Conference (NIC) risk management, alcohol and other drugs, and bystander intervention policies, as well as the university's Good Samaritan and Amnesty policies.
- Strategies to develop effective risk management plans that seek to promote safer social environments and reduce harm.
- Case studies related to social event scenarios and risk management best practices.

The hazing prevention and risk management educational workshops can be facilitated by professional staff of the university and/or Kappa Alpha National Administrative Office staff, but must be reviewed and approved of in advance by a Pierce Greek Life Center staff member prior to facilitation. Chapter leadership is required to document attendance for the workshops and submit attendance information in a spreadsheet to greeklife@sdsu.edu within 48 hours of the completion of each workshop. Workshops may be in person or virtual, but if virtual, an advisor must be present for the duration of the convening. The spreadsheet must include the *last names, first names, 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. Evidence of the materials being shared must be sent to Pierce Greek Life Center staff within 48 hours of each workshop to greeklife@sdsu.edu.

Social Activities. The Gamma Iota Chapter of Kappa Alpha Order may host one social event with alcohol during the Fall 2025 term. The event must take place at a licensed, third party venue in San Diego county. The event must be registered with the university and Kappa Alpha Order National Administrative Office. The event must include a risk management plan reviewed by staff within the Pierce Greek Life Center and Kappa Alpha Order National Administrative Office. Kappa Alpha Order National Administrative Office staff or a Kappa Alpha Order advisor must be present for the duration of the activity. There may be no other events held before or after the event. In order to host the social event during the Fall 2025 term, specified sanctions must be met. No other social events, with or without alcohol, may take place during the Fall 2025 term.

Comprehensive Chapter Management Plan. Kappa Alpha chapter leadership is expected to work with chapter advisors, regional staff, Kappa Alpha Order National Administrative Office, and the Pierce Greek Life Center to develop a comprehensive chapter management plan. This plan must be inclusive of all activities and operations of the chapter, including, but not limited to, social event management, membership accountability, and house management. The plan must be in alignment with Kappa Alpha Order National Administrative Office and

university policy and all applicable laws. The plan should be confirmed by the Kappa Alpha Order National Administrative Office and Pierce Greek Life Center staff prior to the Spring 2026 term.

In addition to the stipulations outlined in this decision letter, the university supports the additional stipulations outlined by Kappa Alpha's National Administrative Office, including a membership recommitment and Gamma Iota's participation in national training and conferences.

With all sanctions, the content must be original. The use of generative artificial intelligence (AI) tools is strictly prohibited. Use of AI will be referred to the Center for Student Rights and Responsibilities for alleged violations of the Student Code of Conduct and may be reviewed organizationally through the student organization conduct process.

Failure to comply with the sanctions or to complete these stipulations by the stated deadlines may result in further judicial action for the Gamma Iota Chapter of Kappa Alpha Order.

Please be advised if new information is gleaned from the ongoing university investigation into alleged violations of the Student Code of Conduct by Kappa Alpha members, additional charges of alleged violations of the Student Organization Code of Conduct may be applied to Kappa Alpha Order.

Thank you again for taking the time to meet with me in the Informal Conference. We hope the outcome of the investigation will contribute to the success of the Kappa Alpha Order at San Diego State University.

Respectfully,



Dr. 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 and Responsibilities and Office for Restorative Practices

Anthony Graziani, Assistant Executive Director for Chapter Services, Kappa Alpha Order Fraternity

Linda Wright, Risk Management Consultant, Kappa Alpha Order Fraternity

Hunter Yancey, Alumnus Advisor, Kappa Alpha Order

Holly Davis, Faculty/Staff Advisor, Kappa Alpha Order

Jacob Saletta, President, Interfraternity Council

Jonah Rosenthal, Vice President for Judicial Affairs, Interfraternity Council