

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

April 8, 2024

This is a confidential document.
KAPPA ALPHA: DECISION LETTER

Thank you for meeting with me on March 18, 2024 to discuss the alleged policy violations of the Student Code of Conduct for Kappa Alpha resulting from reported incidents in December 2023. During the meeting, I outlined the process and findings of Kappa Alpha's investigation and reviewed the process.

The investigation found Kappa Alpha participated in hazing-related behaviors, including acts of servitude and gym hours, during the Fall 2023 term. The behaviors were found to have taken place at least as far back as Fall 2022. Further, the investigation found Kappa Alpha continued to engage in activities during the chapter's assigned Interim Suspension from Fall 2023, which included engaging with new members and holding activities (e.g. Super Bowl viewing) at the chapter facility during the Spring 2024 term. Given conflicting information, as well as identical responses and phrases shared by members, it was found that representatives of Kappa Alpha produced false and/or misrepresenting information during the investigation.

Decision

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

(20-1) Hazing or conspiracy to haze. Joining an officially recognized organization should be a positive experience. New member activities and initiation rituals should focus upon the positive aspects of both the organization and the individual. Abusive behavior toward, or hazing of, a member of the campus community is forbidden.

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.

(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, Kappa Alpha is sanctioned to **Probation with Stipulations** through December 11, 2024. The stipulations, developed in collaboration with the Kappa Alpha Order National Administrative Office (NAO), are as follows:

Social Events

Gamma Iota Chapter may host one permitted social event where alcohol is present in the Spring 2024 semester and three permitted social events where alcohol is present in the Fall 2024 semester. A detailed written plan for each event must be submitted to the Pierce Greek Life Center, NAO, and Alumnus Advisor for review and permitting at least three weeks in advance of each social event. The events must follow all university and NAO policies.

Membership

All members of Gamma Iota Chapter must meet with representatives of the NAO by May 2, 2024, to discuss their active membership in Gamma Iota Chapter. The NAO staff will review each members' status to determine if they will be permitted to remain an active member or if they will be removed from the chapter and placed on Alumnus Not in Good Standing status. All members who remain in the chapter must sign a membership contract which details KA's membership expectations. Pursuant to expectations of the NAO, any member not willing to sign the membership contract will be placed on Alumnus Not in Good Standing status and will no longer be an active member of Gamma Iota Chapter.

Educational Workshops

The NAO will facilitate an educational workshop on risk management and social event management for all members of the chapter by May 2, 2024. The facilitator will work with the chapter to review the written social event management plan that the chapter will implement moving forward. *Please note Linda Wright, KA NAO Director of Risk Management, facilitated educational workshops meeting the workshop component of this stipulation during her visit on March 19, 2024.*

The NAO will facilitate an educational workshop on hazing prevention and the new member experience for all members of the chapter by April 1, 2024. The facilitator will work with the chapter to review the written new member education plan, which is due on or before August 1, 2024. The Number I and II must meet with representatives from San Diego State University to review the written new member education plan for feedback. *Please note Linda Wright, KA NAO Director of Risk Management, facilitated educational workshops meeting the workshop component of this stipulation during her visit on March 19, 2024.*

Leadership Training

Gamma Iota chapter must send at least four members to the Emerging Leaders Academy (ELA) in Lexington, Virginia, in June of 2024. The attendees will receive four days of leadership training and development preparing them to become future chapter leaders.

Recommendations

In addition to the outlined sanctions and stipulations, I recommend the chapter reviews organizational processes to plan events to provide awareness to *all* members of the chapter. Further, I would recommend the chapter reviews risk management plans during chapter meetings to provide awareness to *all* members of the chapter—during and after the probationary period. The review should also communicate members' responsibility as members of the organization, but also individuals who are a part of the broader SDSU and KA communities. I would also recommend periodic presentations to review information related to alcohol and other drugs, risk management, and hazing prevention, as well as expectations of the fraternity from both the Kappa Alpha NAO and the university.

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

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 Kappa Alpha at San Diego State University.

Respectfully,



Caryl Montero-Adams

Assistant Dean of Students for Student Life

cc:

Dr. Randy Timm, Associate Vice President and Dean of Students
Kristen Lemaster, Associate Director, Pierce Greek Life Center
Dr. Lee Mintz, Director, Center for Student Rights & Responsibilities
David Dere, Alumnus Advisor, Kappa Alpha Order
William Fallon, Faculty/Staff Advisor, Kappa Alpha Order
Anthony Graziani, Assistant Executive Director for Chapter Services, Kappa Alpha Order
Linda Wright, Director of Risk Management, Kappa Alpha Order
Hayden Bost, President, Interfraternity Council
Noah Eubanks, Vice President for Judicial Affairs, Interfraternity Council