

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

**Tuesday, June 10, 2025**

*This is an official document.*  
**SIGMA CHI: DECISION LETTER**

Thank you for meeting with me on Tuesday, June 3, 2025 to discuss the alleged policy violations of the Student Organization Code of Conduct for Sigma Chi resulting from reported incidents in the Spring 2024 and Spring 2025 semesters. During the meeting, I outlined the process and findings of Sigma Chi's investigation.

As discussed during the Informal Conference, Sigma Chi chapter members confirmed that Sigma Chi members engaged in hazing behaviors in the Spring 2025 semester, including dare cards on February 26, 2025 and calisthenics on the night of February 28, 2025. Additionally, while improvements have been made to the chapter's philanthropy week over the past year, it was identified that Sigma Chi did not appropriately manage risk at all Derby Days events during the Spring 2024 and Spring 2025 semesters, including disruptive behavior at the phone-a-thon, safety violations during the "Find-a-Sig" day, and unclear overall expectations for participants and teams.

**Decision**

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

**(13) Disruption.** *Unauthorized entry into, presence in, use or misuse of University property.*

**(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.*

**(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.*

As a result of the violations, Sigma Chi is sanctioned to **Probation with Stipulations** through **October 28, 2025**. The stipulations are as follows:

**Revised New Member Education Plan.** Sigma Chi chapter leadership is expected to work with chapter advisors, regional staff, Sigma Chi Fraternity International Headquarters, and the Pierce Greek Life Center to develop a comprehensive new member education plan for the Fall 2025 semester. The plan must be inclusive of all Preparation for Brotherhood sessions as well as any additional expectations, time commitments, or involvement parameters for students participating in new member education. The revised plan must be submitted to the Pierce Greek Life Center for review no later than August 19, 2025.

**Educational Workshop.** Sigma Chi is expected to host an educational workshop for members of the chapter by no later than September 16, 2025. Specifically, the following topics are stipulated with the Probation and must have 90% chapter participation:

- San Diego State University, Sigma Chi, and North American Interfraternity Conference (NIC) hazing prevention and bystander intervention policies, as well as the Good Samaritan and Amnesty policies.
- Case studies to facilitate dialogue about the influence of power dynamics and peer pressure.

The educational workshops can be facilitated by professional staff of the university and/or Sigma Chi International Headquarters staff, but must be reviewed in advance by a Pierce Greek Life Center staff member prior to facilitation. Chapter leadership is expected to document attendance for the workshops and submit the attendance in a spreadsheet within 48 hours of the workshops. 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 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 shared with Pierce Greek Life Center staff.

**Philanthropy Risk Management Plan.** To assist chapter leaders and members with understanding of relevant chapter and university policies and practices, the chapter will create a risk management plan specifically for future Derby Days and other philanthropy activities. The chapter, after reviewing the Derby Days best practices guide from Sigma Chi Fraternity International Headquarters, must submit a draft of the risk management plan to the Pierce Greek Life Center for review no later than October 14, 2025.

Additionally, the chapter suggested the two members of the fraternity identified as having engaged in hazing behaviors deliver an apology to the chapter during a weekly meeting in the fall semester. Though the university will not sanction an apology letter, the two members are encouraged to share an apology with the chapter. I believe this could be a thoughtful and restorative way to address the impact of their actions within the organization.

With all sanctions, the use of generative AI tools are 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 complete these stipulations by the timeline may result in further judicial action for Sigma Chi.***

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 the Delta Xi chapter of Sigma Chi 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, Division of Student Affairs and Campus Diversity

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

Madison Anderson, Student Life Health and Safety Coordinator

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Tyler Thompson, Faculty/Staff Advisor, Sigma Chi

Jacob Saletta, President, Interfraternity Council

Jonah Rosenthal, Vice President for Judicial Affairs, Interfraternity Council