

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

August 21, 2025

This is an official document.

ZETA BETA TAU FRATERNITY: DECISION LETTER

Thank you for meeting with Kristen Lemaster and me on Tuesday, August 5, 2025, to discuss the alleged violations of the Student Organization Code of Conduct by Zeta Beta Tau Fraternity related to incidents spanning from Fall 2022 to 2024, as reported to the university in August 2024. During this meeting, we reviewed the reported incidents and outlined the investigative process by Grand River Solutions.

As disclosed during the investigation and discussed during the Informal Conference, Zeta Beta Tau Fraternity headquarters confirmed that SDSU Zeta Beta Tau members engaged in hazing behaviors. Additionally, we discussed themes from the Grand River Solutions investigation, including the “dick of the week” activity, an open party after initiation, and the difference between being forced or compelled to do something. We reviewed comments made by witnesses and discussed the perception that the organization’s social status would not support the chapter in “getting away with” hazing. We also discussed a reported house party that took place after the chapter was placed on Interim Suspension in August 2024. Further, we discussed challenges with knowing and upholding Zeta Beta Tau national processes related to membership.

Decision

Based on the information gathered during the investigation, based on a preponderance of evidence, I find that the San Diego State University chapter of Zeta Beta Tau Fraternity is in violation of the following sections of the Student Organization Code of Conduct:

(16) Failure to Comply. *Failure to comply with directions or interference with any university official or any public safety officer while acting in the performance of their duties.*

(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.*

(38-6) 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 San Diego State University chapter of Zeta Beta Tau Fraternity is sanctioned to **Probation with Stipulations** through **December 31, 2025**. The stipulations are as follows:

Educational Workshop: Hazing Prevention. Zeta Beta Tau 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% active member participation. The following topics are required to be included in the hazing prevention workshop:

- A review of San Diego State University, Zeta Beta Tau, and North American Interfraternity Conference (NIC) 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 Zeta Beta Tau headquarters.
- Case studies to facilitate dialogue about the influence of power dynamics and peer pressure.

Educational Workshop: Risk Management. Zeta Beta Tau 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% active member participation. The following topics are required to be included in the risk management workshop:

- San Diego State University, Zeta Beta Tau, 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 Zeta Beta Tau Headquarters 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 sdsugreeklife@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 sdsugreeklife@sdsu.edu.

Comprehensive New Member Education Plan. Zeta Beta Tau chapter leadership is expected to work with chapter advisors, regional staff, Zeta Beta Tau headquarters, and the Pierce Greek Life Center to develop a comprehensive new member education plan for the Fall 2025 semester. 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 prior to chapter recruitment activities. The plan must be in alignment with new member education processes espoused by Zeta Beta Tau headquarters, university policy, and all applicable laws. The new member education plan must be submitted using the form developed by Pierce Greek Life Center staff.

Chapter Advisory Board. The chapter president and other members of the chapter's executive board, should work with Zeta Beta Tau headquarters to identify and select an advisory board to support members and guide chapter operations. The advisory board includes a lead advisor, five or more additional advisors, as well as the

chapter's faculty/staff advisor. The advisory board must be installed prior to the conclusion of the probationary period. The advisory board must be trained by the Pierce Greek Life staff prior to the beginning of the Spring 2026 term. Individuals who were students during the investigative period, 2022-present are not permitted to serve on the advisory board.

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 complete these stipulations by the stated deadlines may result in further judicial action for Zeta Beta Tau.

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 Zeta Beta Tau Fraternity 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 & Responsibilities and Office for Restorative Practices
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