



California State University, Sacramento
Student Organizations & Leadership
6000 J Street • University Union • Sacramento, CA 95819-6009
T (916) 278-6595 • F (916) 278-5782 • www.csus.edu/soal

May 12, 2015

Dear

On Friday, April 17th, Student Organizations & Leadership became aware that Delta Chi Fraternity hosted its initiation in the University Union using a room reserved under . Through further investigation, it has become apparent that Delta Chi is not honoring the terms of University recognition removal and is taking action that violates the Student Organization Handbook and Student Code of Conduct, specifically that:

- misused authorized signer officer role with to submit a reservation under their name so that could host Delta Chi initiation on-campus,
- falsified information to multiple University and University Auxiliary administrators around the original purpose of the reservation, who made the reservation and when, and asked others to provide false information to the University surrounding this matter,
- Delta Chi has held weekly meetings and/or events in other locations on-campus, including but not limited to, space that is reserved through the Dean of office. These reservations were made by under both Delta Chi and

As outlined in the Student Organization Handbook, “use of University and University Auxiliary organizations, facilities, services, and resources” are a benefit provided to recognized student organizations (pg. 18). As such, our expectation is that Delta Chi Fraternity cease all on-campus activities.

Delta Chi Fraternity is able to submit a formal letter for re-recognition consideration after May 24, 2015, however, these actions will result in further restrictions to Delta Chi when/if recognition is granted and may result in Student Organizations & Leadership further extending removal of recognition.

This decision may be appealed within five working days to the Associate Vice President for Student Engagement & Success, Dr. Beth Lesen. She can be contacted at beth.lesen@csus.edu.

Please let me know if you have any questions.

Best Regards,

A handwritten signature in cursive script that reads 'Nicki Croly'.

Nicki Croly
Associate Director, Student Organizations & Leadership, Sacramento State

cc: Timothy Buntjer, Chapter Advisor, Delta Chi Fraternity
Kevin Madden, Director of Risk Management, Delta Chi Fraternity
Megan Garrison, Greek Life Advisor, Student Organizations & Leadership, Sacramento State
Tom Carroll, Director, Student Organizations & Leadership, Sacramento State
Dr. Beth Lesen, Associate Vice President for Student Engagement & Success, Sacramento State



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July 9, 2015

Re: Outcome of Investigation

Dear

On June 12, 2015, Student Organizations & Leadership (SO&L) was informed of the findings of an investigation conducted by into allegations of harassment involving The Interest Group of Xi Phi Chi (Xi Phi Chi). The University's investigator concluded that Xi Phi Chi, as an organization, violated

The Sacramento State **Student Organization Handbook** states that

1. Organizations are expected to accept and adhere to local, state and federal laws, CSU Trustee and University regulations and policies, and Sacramento State regulations and policies.
2. Organizations must comply with University policy and/or regulations and local, state and federal law.
3. Violation or an attempt to violate any University policy, rule and/or regulation and local, state and federal law and/or abetting such violation or attempt constitutes "misconduct" and can cause sanctions to be issued by the University against the organization...."¹

The University has already determined Xi Phi Chi violated CSU policy . This misconduct subjects your organization to sanctions.

However, in addition to violating , SO&L has also determined that because the University's investigator determined that Xi Phi Chi requested its pledges to engage in the activity which violated , such conduct also constitutes hazing, which is prohibited by University policy as follows:

The **Student Code of Conduct** states "Hazing, or conspiracy to haze, as defined in Education Code Sections 32050 and 32051: "Hazing" includes any method of initiation or pre-initiation into a student organization, or any pastime or amusement engaged in with respect to such an organization which causes, or is likely to cause, bodily danger, physical harm, or personal degradation or disgrace resulting in physical or mental harm, to any student or other person attending any school, community college, college, university or other educational institution in this state; but the term "hazing" does not include customary athletic events or other similar contests or competitions. A group of students acting together may be considered a 'student organization' for purposes of this section whether or not they are officially recognized. Neither the express or implied consent of a victim of hazing, nor the lack of active participation while hazing is going on is a defense. Apathy or acquiescence in the presence of hazing is not a neutral act, and is also a violation of this section. (<http://www.csus.edu/umanual/student/UMS16150.HTM>)

These violations do not align with the expectations we have for all student groups. Under Sacramento State policy, as set forth in the Student Organization Handbook, Xi Phi Chi must meet certain standards to maintain its standing as a

¹ <http://www.csus.edu/soal/pdf/handbook.pdf>

recognized student organization:

- a. Accept and adhere to local, state and federal laws, CSU Trustee and University regulations and policies, and Sacramento State regulations and policies.
- b. Adhere to the organization's own approved constitution.
- c. Provide for the safety and general welfare of all members and guests during organization activities.

After careful consideration of the situation and circumstances presented, the University is placing Xi Phi Chi on probation with the following terms:

1. Before September 4, 2015, an official roster of Xi Phi Chi membership must be submitted to the Associate Director. This roster must include first and last names and student ID numbers of all current members of Xi Phi Chi. Please also include any inactive members, if you use that membership category, and note as such.
2. To ensure the safety and general welfare of our students, Xi Phi Chi must cease all recruitment and/or pledging activities **effective immediately**. Reinstatement of the ability to conduct recruitment/pledging will be based upon the successful completion of the following and approval from SO&L:
 - a. Xi Phi Chi must provide an outline of their pledging program and all activities, events, and/or expectations that the student organization has of their pledges and the pledging process for review by the Associate Director. If and when, Xi Phi Chi is allowed to recruit, a list of all pledges must be added to the roster provided within 48 hours of the start of any pledging process.
 - b. Xi Phi Chi must host, for its members, an educational program on hazing. Xi Phi Chi must work with SO&L to identify the individual(s) who will present the program and an outline of the content must be reviewed at least one week prior to the program taking place by the Associate Director. This program must be attended by at least 90% of members. The week after the event, a post event report reviewing what the organization has learned and how this knowledge will be used, along with the documented attendance, must also be submitted for review by the Associate Director.
3. Before September 30, 2015, Xi Phi Chi must host, for its members, an educational program on sexual harassment. Xi Phi Chi must work with SO&L to identify the individual(s) who will present the program and an outline of the content must be reviewed at least one week prior to the program taking place by the Associate Director. This program must be attended by at least 90% of members. The week after the event, a post event report reviewing what the organization has learned and how this knowledge will be used, along with the documented attendance, must also be reviewed with the Associate Director.
4. From the date of this letter and throughout the fall 2015 semester, the organization must remain free of University policy violations including, but not limited to, sexual harassment, hazing, or retaliation.

Pursuant to SO&L policy, if you disagree with this decision you may seek reconsideration in writing within five business days to the Associate Vice President of Student Engagement & Success Beth Lesen at beth.lesen@csus.edu. For more information about the reconsideration process, please reference the Student Organization Handbook (pg. 22). If you have any questions or concerns regarding this letter, please contact me at 916-278-6595 or croly@csus.edu.

Best Regards,



Nicki Croly

Associate Director, Student Organizations & Leadership, Sacramento State

cc: Brian DiSarro, Faculty/Staff Advisor, Sacramento State
Tom Carroll, Director, Student Organizations & Leadership, Sacramento State
Dr. Beth Lesen, Associate Vice President for Student Engagement & Success, Sacramento State



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August 6, 2015

Re: Delta Chi Reinstatement Request

Dear

We have reviewed official letter of request for reinstatement of recognition for Delta Chi Fraternity. Based upon the work done during the time the chapter was not recognized and the reasonable guarantees presented, we are accepting request and allowing to move forward with the recognition process.

Once recognized, Delta Chi Fraternity will be placed on probation involving the following stipulations:

- a. All events must occur on campus.
- b. Events with alcohol will not be permitted.

The chapter will be removed from probation, if and only if, the following is completed:

1. From the April 15, 2014 terms, the chapter must host a Bystander Intervention Training. This training facilitator may be selected by the chapter, but must be a professional experienced with hazing intervention or bystander behavior. 85% of the chapter (including active and associate members) must be present for the workshop. Successful completion of this requirement involves submitting the following:
 - c. Sign-in sheet including date and time of workshop, printed name and signature of members in attendance, verification signature of Chapter President and workshop facilitator that all members attended the entirety of the training.
 - d. Member reflections from the training (format at the discretion of the chapter)
2. The chapter must educate members on the appropriate risk management procedures for hosting off campus events with alcohol. While covering FIPG policies at a meeting is one step toward appropriate risk management education, FIPG does not go over procedurally how to host an event with alcohol. As such, we expect the chapter to complete the following:
 - a. The chapter must host, for its members, a workshop on risk management about having events with alcohol. 85% of the chapter (including active and associate members) must be present for the workshop. This training facilitator may be selected by the chapter, but must be a professional experienced with the risk management policies of Delta Chi. The week after the event, a post event report reviewing what the organization has learned and how this knowledge will be used, along with the documented attendance, must also be reviewed with the Greek Life Advisor.
 - b. Once the chapter is able to resume events with alcohol, the chapter must have a risk management plan prepared and reviewed at least one week prior to any events with alcohol by the Greek Life

Advisor. The week after the event, a post event report reviewing all aspects of the risk management plan must also be reviewed with the Greek Life Advisor.

We hope that Delta Chi Fraternity welcomes this opportunity to continue to strengthen the chapter. We look forward to assisting you in doing so over the next year and into the future. If you have any questions, please let me know.

Best Regards,



Nicki Croly
Associate Director, Student Organizations & Leadership

cc: Timothy Buntjer, Chapter Advisor, Delta Chi Fraternity
Kevin Madden, Director of Member Safety, Delta Chi Fraternity
Megan Garrison, Greek Life Advisor, Student Organizations & Leadership, Sacramento State
Tom Carroll, Director, Student Organizations & Leadership, Sacramento State
Dr. Beth Lesen, Associate Vice President for Student Engagement & Success, Sacramento State



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September 29, 2015

Re: Delta Chi Neighbor Complaint and Violation of Probation

Dear

On September 14, 2015, we received a neighbor complaint around an event hosted by Delta Chi Fraternity at the residence of brothers () the previous evening. As confirmed in meeting, the chapter hosted the pinning event for 30 Associate Members and around 25-30 actives were present. The event took place around 9:30-10:15pm and admittedly were loud in volume when speaking to the Associate Members and conducted fraternity chants.

In meeting, were provided with the Good Neighbor Guidelines, as outlined in our Student Organization Handbook, and can be found here: <http://www.csus.edu/soal/pdf/handbook.pdf> (pgs. 62-65). I would encourage to review this section and reiterate with entire chapter, the importance of being positive representations of Delta Chi Fraternity, our Greek community, and Sacramento State in our local community.

What was shared by the neighbor and was confirmed during conversation is that there is an expectation of when Associate Members are required or not allowed to wear their Associate Member pin. According to chapter expectations, Associate Members are required to wear their pin at all times, except when they are doing one of the "five Ss" (shower, sweat, sleep, sex, sh*t). This expectation is one that has been shared with by Alumni and is one that is likely not a part of Delta Chi Fraternity Law or ritual. I have confirmed that this not an expectation of Associate Members of Delta Chi Fraternity.

While this Associate Member expectation is not an explicit act of serious physical or emotional hazing, we want to understand that it definitely creates a slippery slope. Hazing behavior was the beginning of challenges in the most recent chapter standing and we want to be sure that we are moving positively forward. Upon reflection after conversation last week, if there are other chapter traditions (not written in Delta Chi ritual) that take part in, I am offering my assistance in reviewing these to discuss if they should continue, can be altered, etc. We believe that this one instance is an indication of the chapter's need to continue to learn and review practices to ensure they uphold Delta Chi Fraternity Law, University policy, and empower Associate Members to be the best versions of themselves. We want to support this effort in any way that we can.

As a result of this particular incident, the chapter President and Associate Member Committee must host for the chapter, a workshop on hazing. An outline of the program must be submitted for review a week prior to the Associate Director. This program must take place before October 30, 2015 and 85% of the chapter, including of Associate Members, and a SO&L staff member must be present.

In terms of organizational status, the letter provided to Delta Chi Fraternity stated the chapter, once re-recognized, would be placed on probation with the stipulations of:


- a. All events must occur on campus.
- b. Events with alcohol will not be permitted.

When we accepted the reinstatement of recognition for Delta Chi Fraternity, we gave the chapter the ability to expedite their good standing status with the completion of the two outstanding educational programs (bystander intervention and risk management). Because the chapter has violated its probation by hosting this Associate Member Pinning event off campus, the chapter no longer has the ability to expedite the removal of the stipulations listed above. The probation with the above stipulations is being extended until **December 31, 2015**. If by this date, the chapter has still yet to complete the two educational programs (bystander intervention and risk management), the chapter will remain on probation and will not regain good standing until they are complete.

We are aware the chapter has plans to host the White Carnation Ball in December to meet the terms of their requirement to host a successful event utilizing their risk management plans. If the chapter remains free from policy violations, we will allow the chapter to host said event to meet this requirement. Please refer back to the requirements outlined in the August 6, 2015 reinstatement letter (2. B.)

Pursuant to SO&L policy, if you disagree with this decision you may seek reconsideration in writing within five business days to the Associate Vice President of Student Engagement & Success, Beth Lesen, at beth.lesen@csus.edu. For more information about the reconsideration process, please reference the Student Organization Handbook (pg. 22). If you have any questions or concerns regarding this letter, please contact me at 916-278-6595 or croly@csus.edu.

Best Regards,



Nicki Croly
Associate Director, Student Organizations & Leadership

cc: Timothy Buntjer, Chapter Advisor, Delta Chi Fraternity
Kevin Madden, Director of Member Safety, Delta Chi Fraternity
Troy Topping, Faculty Advisor for Delta Chi Fraternity, Sacramento State
Megan Garrison, Greek Life Advisor, Student Organizations & Leadership, Sacramento State
Tom Carroll, Director, Student Organizations & Leadership, Sacramento State
Dr. Beth Lesen, Associate Vice President for Student Engagement & Success, Sacramento State



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October 7, 2015

Bill Scott, Director of Undergraduate Services
Sigma Chi Fraternity
714 Hinman Ave.
Evanston, IL 60201

Re: Sigma Chi Investigation and Recognition

Dear Mr. Scott,

On August 27, 2015, Student Organizations & Leadership (SO&L) was informed of the findings of an investigation conducted by _____ around Sigma Chi's role in a sexual violence investigation. The University's investigator concluded that Sigma Chi, as an organization, violated Executive Order (EO) 1097; specifically that fraternity leadership sought to prevent a student from exercising their right under EO 1097 to report an incident of sexual violence to the University. The Investigator also concluded that the fraternity advisor encouraged or abetted this conduct.

Previous to this investigation, SO&L had removed recognition of Sigma Chi following violations of the Student Code of Conduct and Student Organization Handbook. The chapter had the ability to apply for reinstatement after May 24, 2015. Additionally, we are aware that your organization has removed the charter of the chapter. Based upon the previous incidents and this new investigation outcome, we believe it is necessary to establish a formal timeline for the possible return of Sigma Chi Fraternity to Sacramento State.

We are extending our original recognition removal of Sigma Chi for a minimum of five years. If after September 2, 2020, Sigma Chi wishes to secure recognition, Sigma Chi leadership must first regain council recognition as outlined in our Expansion policy (<http://www.csus.edu/soal/pdf/handbook.pdf>). After receiving an affirmative vote for council recognition, Sigma Chi must submit an official letter of request for University recognition to SO&L. Re-instatement of the chapter's recognition will only occur if reasonable guarantees are made that similar problems will not occur in the future. These guarantees should include a new chapter advisor(s) and measures to prohibit the involvement of the undergraduate members who were active at the time of your removal.

If you have any questions about this matter, please feel free to contact me.

Best Regards,

A handwritten signature in cursive script that reads "Nicki Croly".

Nicki Croly
Associate Director, Student Organizations & Leadership

cc:

Megan Garrison, Greek Life Advisor, Student Organizations & Leadership, Sacramento State
Tom Carroll, Director, Student Organizations & Leadership, Sacramento State
Dr. Beth Lesen, Associate Vice President for Student Engagement & Success, Sacramento State



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California State University, Sacramento Extends Recognition Removal of Sigma Chi Fraternity

California State University, Sacramento officials have extended their withdrawn of university recognition of Sigma Chi Fraternity- Theta Xi Chapter for a minimum of five years.

In October 2014, Student Organizations & Leadership (SO&L) had removed recognition of Sigma Chi, following violations of the Student Code of Conduct and Student Organization Handbook and their probation terms for a complaint of sexual harassment. On June 22, 2015, Sigma Chi International Fraternity suspended the Theta Xi chapter indefinitely due to repeated conduct violations that “directly conflict with the Fraternity’s core values”.

On August 27, 2015, SO&L was informed of the findings of an investigation conducted by around Sigma Chi’s role in a sexual violence investigation. The University’s investigator concluded that the Theta Xi Chapter of Sigma Chi, as an organization, violated Executive Order (EO) 1097; specifically that fraternity leadership sought to prevent a student from exercising their right under EO 1097 to report an incident of sexual violence to the University. The Investigator also concluded that the fraternity advisor encouraged or abetted this conduct.

If after September 2, 2020, Sigma Chi wishes to secure recognition, Sigma Chi leadership must first regain council recognition as outlined in our Expansion policy. After receiving an affirmative vote for council recognition, Sigma Chi must submit an official letter of request for University recognition to SO&L. Re-instatement of the chapter’s recognition will only occur if reasonable guarantees are made that similar problems will not occur in the future.

Student Organizations & Leadership expects all student organizations to provide for the safety and general welfare of members and guests. Additionally, that student organizations provide programs and activities in keeping with the social, cultural, recreational and educational mission of the University. SO&L maintains an online listing of student organizations under conduct review to help students and families evaluate student organizations. It is updated frequently and can be found by visiting: <http://www.csus.edu/soal/ClubsandOrganizations/OrgStatus.html>

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December 2, 2015

Re: Hazing Investigation

Dear

Student Organizations and Leadership has conducted an investigation into allegations of misconduct involving Kappa Psi Epsilon at Sacramento State. The Student Organization Handbook outlines the process through which alleged misconduct will be investigated and the issuance of any resulting sanctions. The purpose of this letter is to provide you with the results of that investigation.

Based on a preponderance of the evidence, I have concluded that the Kappa Psi Epsilon violated University policies concerning hazing and interfering with an ongoing investigation. The specific policies violated are as follows:

1. Hazing:

- a. The **Student Code of Conduct** states "Hazing, or conspiracy to haze, as defined in Education Code Sections 32050 and 32051: "Hazing" includes any method of initiation or pre-initiation into a student organization, or any pastime or amusement engaged in with respect to such an organization which causes, or is likely to cause, bodily danger, physical harm, or personal degradation or disgrace resulting in physical or mental harm, to any student or other person attending any school, community college, college, university or other educational institution in this state; but the term "hazing" does not include customary athletic events or other similar contests or competitions. A group of students acting together may be considered a 'student organization' for purposes of this section whether or not they are officially recognized. Neither the express or implied consent of a victim of hazing, nor the lack of active participation while hazing is going on is a defense. Apathy or acquiescence in the presence of hazing is not a neutral act, and is also a violation of this section."
<http://www.csus.edu/umanual/student/UMS16150.HTM>
- b. The **Student Organization Handbook** states that "organizations are expected to obey the laws; local, state and federal. Groups must also operate within the policies and procedures of the University, including the Student Conduct Code (Title 5 Section 41301)... Hazing of organization members, new or active, alumni or prospective is against the law." <http://www.csus.edu/soal/pdf/handbook.pdf>

It was confirmed through the investigation that Kappa Psi Epsilon engaged in the following activities that violate University policy relating to hazing:

- a. Requiring pledges to carry or wear particular items (i.e. manual, pledge pin, bracelet) at all times. Additionally, implying or delivering consequences for one does not.
- b. Assigning consequences (i.e. papers, physical exercises, and calisthenics) or threats of consequences when a pledge fails to meet expectations, such as not knowing all of the active members' names, tardiness, etc.
- c. Publicly reprimanding pledges causing humiliation/ embarrassment.

2. Interfering with an ongoing investigation:
 - a. The **Student Code of Conduct** prohibits
 - i. Dishonesty, including:
 1. Furnishing false information to a University official, faculty member, or campus office.
 - b. The **Student Organization Handbook** prohibits
 - i. Violation of the student organization conduct procedures, including:
 1. Falsification, distortion, or misrepresentation of information related to a student organization discipline matter.

Throughout the investigation, members of Kappa Psi Epsilon attempted to interfere by withholding and providing false information.

After careful consideration of the situation and circumstances presented, the University is imposing the following sanctions on Kappa Psi Epsilon:

1. Kappa Psi Epsilon must host, for its members, an educational program on hazing.
 - a. This program must be held prior to beginning of the next recruitment/pledging process or **February 5, 2016** whichever comes first.
 - b. Kappa Psi Epsilon must work with SOAL to identify the individual(s) who will present the program and an outline of the content must be reviewed at least one week prior to the program taking place by the Greek Life Advisor.
 - c. This program must be attended by at least 90% of your members.
 - d. The week after the event, a post event report reviewing what the chapter has learned and how this knowledge will be used, along with the documented attendance, must also be reviewed with the Greek Life Advisor.
2. Kappa Psi Epsilon is on probation effective immediately until **May 31, 2016**. During this time, the organization must remain free of University policy violations including, but not limited to, hazing.

We believe that this investigation should encourage _____ to continue to learn and review _____ practices to ensure they uphold Kappa Psi Epsilon policy, University policy, and empower _____ pledges to be the best versions of themselves. We want to support this effort in any way that we can.

Pursuant to SO&L policy, if you disagree with this decision you may seek reconsideration in writing within five business days to the Associate Vice President of Student Engagement & Success Beth Lesen at beth.lesen@csus.edu. For more information about the reconsideration process, please reference the Student Organization Handbook (pg. 22). If you have any questions or concerns regarding this letter, please contact me at 916-278-6595 or croly@csus.edu.

Best Regards,



Nicki Croly
Associate Director, Student Organizations & Leadership

cc:

Marya Endriga, Faculty/Staff Advisor, Sacramento State
Angeline Tabay, Governor, Kappa Psi Epsilon, Sorority Inc.
Megan Garrison, Greek Life Advisor, Student Organizations & Leadership, Sacramento State
Tom Carroll, Director, Student Organizations & Leadership, Sacramento State
Dr. Beth Lesen, Associate Vice President of Student Engagement & Success, Sacramento State

Croly, Nicki

From: Croly, Nicki
Sent: Friday, November 13, 2015 12:39 PM
To:
Cc: Megan Garrison; Topping, Troy D; Tom Carroll (tcarroll@saclink.csus.edu)
Subject: Delta Chi follow-up

Importance: High

Hello

I am emailing to follow-up on the chapter's failure to meet the October 30, 2015 deadline for the Hazing Education Workshop. As we have discussed, it is unacceptable that the chapter continues to not meet the terms of your probation. It is everyone's hope that Delta Chi is able to complete the terms and regain good standing. So let me be perfectly clear about our expectations and deadlines moving forward:

- I. I have asked for an updated outline for the hazing education program with the points discussed and expect to have that in my inbox no later than Sunday (so that I might review it again before the program). Updated Hazing Education Workshop outline- **due by Sunday, November 15th at 5:00pm**
- II. I will attend this program from our office to meet the SOAL staff attendance requirement and would ask that it occur as early as possible as I am adjusting my schedule to attend. Please confirm the time and location by **Sunday, November 15th at 5:00pm**. Then host the Hazing Education Workshop with the required 85% in attendance on **Monday, Nov 16th**
- III. Risk Management Plan for the White Carnation Ball- due **Friday, November 27th at 5:00pm**
- IV. Follow-up Event Report from the White Carnation Ball- due **Friday, December 11th at 5:00pm**
- V. Remain policy violation free through **December 31, 2015**.

These deadlines are expected to be met and there will be no exceptions. Failure to do so will result in further disciplinary action. I would also ask that this be shared with _____ so that they can assist you in being accountable to these deadlines.

Please contact me if you have any questions or concerns.

Best,

Nicki

**STUDENT
ORGANIZATIONS
& LEADERSHIP**
Get Involved!

Nicki Croly | Associate Director
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November 6, 2015

Re: Xi Phi Chi Organization Status

Dear

On October 23, 2015, Student Organizations & Leadership (SO&L) received information around possible violations of the Student Organization Handbook and Student Code of Conduct, specific to hazing, involving the Interest Group of Xi Phi Chi (Xi Phi Chi). The document provided to SO&L (see attached) outlines the pledge scavenger hunt that organization required students to complete in order to gain full membership into Xi Phi Chi. It is evident that this document was used by _____ organization and includes multiple violations of University policies.

The specific policies violated are as follows:

1. Hazing:

- a. The **Student Code of Conduct** states “Hazing, or conspiracy to haze, as defined in Education Code Sections 32050 and 32051: "Hazing" includes any method of initiation or pre-initiation into a student organization, or any pastime or amusement engaged in with respect to such an organization which causes, or is likely to cause, bodily danger, physical harm, or personal degradation or disgrace resulting in physical or mental harm, to any student or other person attending any school, community college, college, university or other educational institution in this state; but the term "hazing" does not include customary athletic events or other similar contests or competitions. A group of students acting together may be considered a 'student organization' for purposes of this section whether or not they are officially recognized. Neither the express or implied consent of a victim of hazing, nor the lack of active participation while hazing is going on is a defense. Apathy or acquiescence in the presence of hazing is not a neutral act, and is also a violation of this section.”
(<http://www.csus.edu/umanual/student/UMS16150.HTM>)

- b. The **Student Organization Handbook** states that “organizations are expected to obey the laws; local, state and federal. Groups must also operate within the policies and procedures of the University, including the Student Conduct Code (Title 5 Section 41301)... Hazing of organization members, new or active, alumni or prospective is against the law.” (<http://www.csus.edu/soal/pdf/handbook.pdf>)

2. Organization Expectations:

- a. The **Student Organization Handbook** states that recognized student organizations are expected to:
 - i. “Accept and adhere to local, state and federal laws, CSU Trustee and University regulations and policies, and Sacramento State regulations and policies.”
 - ii. “Provide for the safety and general welfare of all members and guests during organization activities.”
 - iii. “Provide programs and activities in keeping with the social, cultural, recreational and educational mission of the University.”

3. The activities required by _____ organization of pledges violate the following university policies outlined in the **Student Code of Conduct**:

- i. "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, or sexual misconduct is prohibited."
- ii. "Use, possession, manufacture, or distribution of alcoholic beverages (except as expressly permitted by law and University regulations), or public intoxication while on campus or at a University related activity."

Additionally, the scavenger hunt document was requested and provided by _____ to the University in the _____ investigation conducted by _____ and again later as required in the outcomes from our office as a part of the terms of _____ probation. It is evident that the document _____ provided to University officials _____ was doctored to omit components that would violate University policy, though those components were in fact required to be completed by _____ pledges. Because _____ submitted documents that were intentionally altered to the University, _____ further violated campus policies as outlined below:

- a. **The Student Code of Conduct** prohibits
 - i. Dishonesty, including:
 1. Furnishing false information to a University official, faculty member, or campus office.
 - ii. Violation of the Student Conduct Procedures, including:
 1. Falsification, distortion, or misrepresentation of information related to a student discipline matter.
- b. **The Student Organization Handbook** prohibits
 - i. Violation of the student organization conduct procedures, including:
 1. Falsification, distortion, or misrepresentation of information related to a student organization discipline matter.

Based on the serious nature of these violations, the intentional action of Xi Phi Chi leadership to disrupt the course of a Title IX investigation, and providing doctored documents, Student Organizations & Leadership has decided to extend the five-year suspension of university recognition of Xi Phi Chi for an additional two years.

If, after October 1, 2022, Xi Phi Chi wishes to secure recognition, Xi Phi Chi leadership must submit an official letter of request for recognition. Re-instatement of the student organization's recognition will only occur if reasonable guarantees are made that similar problems will be handled differently in the future.

Although the organization will be unable to gain recognition at Sacramento State during this period, if there are any violations of the student code of conduct including, but not limited to sexual harassment, hazing, alcohol, or retaliation, Student Organizations & Leadership reserves the right to further extend the ability to gain recognition.

Pursuant to SO&L policy, if you disagree with this decision you may seek reconsideration in writing within five business days to the Associate Vice President of Student Engagement & Success Beth Lesen at beth.lesen@csus.edu. For more information about the reconsideration process, please reference the Student Organization Handbook (pg. 22). If you have any questions or concerns regarding this letter, please contact me at 916-278-6595 or croly@csus.edu.

Best Regards,



Nicki Croly
Associate Director, Student Organizations & Leadership, Sacramento State

cc: Tom Carroll, Director, Student Organizations & Leadership, Sacramento State
Dr. Beth Lesen, Associate Vice President for Student Engagement & Success, Sacramento State

Pledge Scavenger Hunt

All items on the list below are to be completed by the Fall 2014 Phi pledge class. Everyone is to be a part of this, we divide the tasks up, there needs to be equal involvement from everyone. These items are to be completed in total by I-Night. **NO QUESTIONS ASKED.** The **FAILURE** to complete this assignment in the given time will result in the **FAILURE** of the class as a whole. Each item must be taken seriously and be submitted to the brothers with undeniable proof that it occurred. Examples would be a **PHOTOS** and/or **VIDEOS** that would then be transmitted in a presentation to the brothers at the end of the process. **KNOW YOUR SHIT!!! DON'T FUCK UP!**

1. All Pledges in Phi class will take a photo with the Golden Cal Expo Bears (wearing recruitment shirts) ** Must Make sign that says "Shake that Bear" and put the sign on the bear.
2. All pledges in Phi Class will take a photo with Hooters Girls (wearing recruitment shirts), while eating a shit ton of wings. (Suggest going on wing Wednesday)
3. 4 Phi class pledges take a photo/ video shot gunning a beer with 1-2 bums (wearing recruitment shirts)
4. 4 Phi class pledges take photo drinking beer with 2-3 bums (Not the same pledge above)
5. 3 groups of 2 Phi class pledges will each go into a porn shop as couples and purchase a gay porn and big black dildo. (one item per "couple")
6. As a group take a photo in front of the capitol wearing shirts.
7. 4 Phi class pledges will go to a department store dressed in drag and take a photo with an old man (50+)
8. 2 Phi class pledges will take a photo with a female who has our letters written on her tits (NO BRAS ALLOWED!!!)
9. As a group, must take a photo with 1 or more sorority girls from each sorority on campus wearing her/their letters (wearing shirts)
10. 7 different Phi class pledges painted green must attend a CSUS sporting event. (photo)
11. 4 Phi class pledges must take a picture in front of carousel at Arden Fair Mall.
12. All Phi class pledges **MUST** create a large piece of Artwork saying "Never Forget Peter Gomez" and present it to the brothers. (peter Gomez was a brother who passed away from Leukemia)
13. A photo of all Phi class pledges together at an event outside of school wearing shirts (movies or dinner, etc)
14. In groups of your choice go to the major sororities and promote the fraternity in some manner (Bake something, sing, etc)
15. As a group you must obtain used women's panties with proof of use (a video of the chick taking them off would be best)
16. Drink a beer with a founding father at his house or outing (wearing recruitment shirts)
17. Each pledge must write a letter to rockstar explaining why they should sponsor this fraternity and submit to the Ritualist before I-Night.
18. As a pledge class select 3 active brothers and against their will, get them intoxicated. Wear pledge shirts and do not reveal which brother will be chosen.
19. Create "Phi Class" rap with lyrics and music in the background.
20. Create a "Phi Class" dance and complete it at the time of your presentation.
21. Two Phi class pledges must go play mini golf as prom king and queen, and go through entire round of mini golf.
22. 6 Pledges go to Buffalo Wild Wings and eat 10 "porkin" wings.

****Think of a Pledge class Gift to present during the Fall 2014 meeting to the brothers. (Don't be afraid to ask brother about past gifts)



California State University, Sacramento
Student Organizations & Leadership
6000 J Street • University Union • Sacramento, CA 95819-6009
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February 15, 2016

Dear

On February 12, 2016, received formal notification that the Interfraternity Council of Sacramento State removed council recognition of Gamma Iota Colony of Phi Kappa Tau Fraternity. This removal was based on Phi Kappa Tau's inability to meet the GPA requirement for multiple semesters, and failure to complete their self-imposed academic plan.

As a result, per the social Greek recognition policy as outlined in the Student Organization Handbook, Sacramento State has withdrawn University Recognition from Phi Kappa Tau.

To regain campus recognition, Phi Kappa Tau must follow the steps for recognition, as outlined in the Student Organizations Handbook for Social Greek Organizations.

Please contact me if you have any further questions on this matter.

Best Regards,

Nicki Croly

Nicki Croly
Associate Director, Student Organizations & Leadership

cc:

Wally Borland, Chairman of Board, Phi Kappa Tau Fraternity
Logan Lucas, Senior Success Manager, Phi Kappa Tau Fraternity
Tim Hudson, Chief Executive Officer, Phi Kappa Tau Fraternity
Rick Keltner, National President, Phi Kappa Tau Fraternity
Megan Garrison, Greek Life Advisor, Student Organizations & Leadership, Sacramento State
Tom Carroll, Director, Student Organizations & Leadership, Sacramento State



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May 27, 2016

Re: Kappa Sigma Neighbor Complaint

Dear

On May 9, 2016, we received a neighbor complaint about the residence of Kappa Sigma Fraternity at

As outlined in the Student Organization Handbook, "Organizations are expected to obey the laws; local, state and federal. Groups must also operate within the policies and procedures of the University, including the Student Conduct Code (Title 5 Section 41301)." (Organization Standards, 6. pg. 20). The complaint included numerous issues that violate Sacramento County Code. The following issues were in the complaint and you confirmed have occurred at this residence:

- Frequent noise disturbances (including music, honking, shouting, screaming).
- Filling up the street on _____ with the parked cars of _____ brothers and guests for recruitment and social events. Some of these cars are believed to also block neighbors' driveways.
- Beer bottles and garbage on _____ lawn and/or on their neighbors' lawns following social events.
- Not bringing _____ garbage and waste bins up from the curb after collections.
- Parking directly on _____ lawn which causes blight and potentially impacts the neighborhood's home values.

We have found that over the 2015-2016 academic year there have been multiple calls made to the police about the issues addressed above. This reiterates the concerns I shared with _____ that the issues have made an impact over a longer period of time.

Additionally, we have discovered, and it was confirmed _____ in _____ meeting, the chapter has been using the _____ residence as a chapter house. This residence is not zoned for this purpose with Sacramento County (the residence is zoned as an RD-5, a single family dwelling, which a fraternity house would not fall under) and was not reported, as required, in _____ organization recognition.

After careful consideration of the situation and circumstances presented, the University is imposing the following sanctions on Kappa Sigma:

1. You must cease and desist the use of this residence as a chapter house, including holding any Fraternity events or activities, immediately. Please work in advance with your SO&L Advisor, Megan Garrison, to reserve locations on campus for these events.
2. In meeting, were provided with the Good Neighbor Guidelines and Off-Campus Behavior, as outlined in our Student Organization Handbook, and can be found here: <http://www.csus.edu/soal/pdf/handbook.pdf> (pgs. 62-66). must review this section and reiterate with entire chapter, the importance of being positive representations of Kappa Sigma Fraternity, our Greek community, and Sacramento State in our local community. A signed statement acknowledging this review from a minimum of 80% of your members must be submitted to our office by **Friday, September 9, 2016 at 4:00 pm.**
3. We will be referring this matter to the Interfraternity Council for their judicial process.

Failure to comply with these terms and/or any additional violations of the Student Organization Handbook will result in further action that may include removal of recognition of Kappa Sigma Fraternity.

Pursuant to SO&L policy, if you disagree with this decision you may seek reconsideration in writing within five business days to the Associate Vice President of Student Engagement & Success, Beth Lesen, at beth.lesen@csus.edu. For more information about the reconsideration process, please reference the Student Organization Handbook (pg. 22).

If you have any questions or concerns regarding this letter, please contact me at 916-278-6595 or croly@csus.edu.

Best Regards,



Nicki Croly
Associate Director, Student Organizations & Leadership

cc: Matt McGregor, Chapter Advisor, Kappa Sigma Fraternity
Joshua Grossman, District Grand Master, Kappa Sigma Fraternity
Leo Brown, Director of Chapter Services, Kappa Sigma Fraternity
Jonathan Kaplan, Faculty/Staff Advisor, Sacramento State
Megan Garrison, Greek Life Advisor, Student Organizations & Leadership, Sacramento State
Tom Carroll, Director, Student Organizations & Leadership, Sacramento State
Dr. Beth Lesen, Associate Vice President for Student Engagement & Success, Sacramento State



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October 12, 2016

Re: Sigma Phi Epsilon Neighbor Complaint

Dear

On September 6, 2016, we received a neighbor complaint about the residence located at [redacted] and a concern that you were operating a chapter fraternity house.

As outlined in the Student Organization Handbook, "Organizations are expected to obey the laws; local, state and federal. Groups must also operate within the policies and procedures of the University, including the Student Conduct Code (Title 5 Section 41301)." (Organization Standards, 6. pg. 20).

The following issues were in the complaint:

- Frequent noise disturbances (including music, shouting).
- Hosting fraternity events at the residence when the chapter is not permitted to do so.

We were not able to substantiate the allegation that the Labor Day party, which is what initiated the report, was hosted by the fraternity. However, based upon social media posts from [redacted] chapter and [redacted], it appears as though the chapter has hosted events at this residence in the past and that members refer to the residence as [redacted] chapter house. As [redacted] are aware, the chapter is prohibited from using this residence as a chapter house. This residence is not zoned for this purpose with Sacramento County (the residence is zoned as an RD-5, a single family dwelling, which a fraternity house would not fall under) and the chapter lost its appeal to the County to deem it as such.

After careful consideration of the situation and circumstances presented, the University is expecting the following of Sigma Phi Epsilon:

1. You must cease and desist the use of this residence as a chapter house, including holding any Fraternity events or activities, immediately. Please work in advance with your SO&L Advisor, Megan Garrison, to reserve locations on campus for these events.

Failure to comply with these terms and/or any additional violations of the Student Organization Handbook will result in further action that may include removal of recognition of Sigma Phi Epsilon Fraternity.

Pursuant to SO&L policy, if you disagree with this decision you may seek reconsideration in writing within five

business days to the Associate Vice President of Student Engagement & Success, Beth Lesen, at beth.lesen@csus.edu. For more information about the reconsideration process, please reference the Student Organization Handbook (pg. 22).

If you have any questions or concerns regarding this letter, please contact me at 916-278-6595 or croly@csus.edu.

Best Regards,



Nicki Croly
Associate Director, Student Organizations & Leadership

cc: Creston Whiting-Casey, Chapter Advisor, Sigma Phi Epsilon Fraternity
Joe Umiker, Landlord of Sierra Blvd Residence
Timothy Ford, Faculty/Staff Advisor, Sacramento State
Megan Garrison, Greek Life Advisor, Student Organizations & Leadership, Sacramento State
Tom Carroll, Director, Student Organizations & Leadership, Sacramento State
Dr. Beth Lesen, Associate Vice President for Student Engagement & Success, Sacramento State

COUNTY OF SACRAMENTO

COUNTY ADMINISTRATION BUILDING
700 H STREET, SUITE 2450, SACRAMENTO, CALIFORNIA 95814

BOARD OF SUPERVISORS
(916) 874-5411
PLANNING COMMISSION
(916) 874-7891



MEMBERS OF THE BOARD

ROBERTA MACGLASHAN
DON NOTTOLI
SUSAN PETERS
JIMMIE YEE
ROGER DICKINSON

CYNDI LEE
CLERK
BOARD OF SUPERVISORS

May 4, 2010

Richmond Sacramento Inc.
Josh McGee, President
PO Box 3144
Rancho Cordova, CA 95741

SUBJECT: **Denied Appeal of the decision of the Planning Director**
Control Number: CODX2009-05824
Address:
Parcel No.

Dear Mr. McGhee:

The Board of Supervisors, meeting in regular session on April 13, 2010, unanimously voted to deny the above referenced appeal and approved the staff recommendation to cease all activities associated with the Sigma Phi Epsilon Fraternity at the subject location.

Very truly yours,

A handwritten signature in cursive script that reads "Cyndi Lee".

Cyndi Lee, Clerk
Board of Supervisor

CL:kr

cc: In House
Planning Department
Code Enforcement



California State University, Sacramento
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December 7, 2016

Re: Gamma Phi Beta- Delta Chi Chapter referral

Dear

On December 3, 2016, Student Organizations & Leadership (SO&L) received information around possible violations of the Student Organization Handbook, specific the University's Alcoholic Beverage and Drug Policy, involving the Delta Chi Chapter of Gamma Phi Beta Sorority and their Formal Mocktail held on Saturday, December 3, 2016 in the University Union. The information provided by the Union was that alcohol was found in the area of the building near the event space, who was sitting on the ground passed out, and that were reported to have been sent home.

The specific policies alleged to have been violated are as follows:

1. Public Intoxication
 - a. The **Alcoholic Beverage and Drug Policy** states "Public intoxication while on campus or at a University related activity is prohibited. Intoxication includes being under the influence of alcohol or other drugs."
2. Consumption in open areas
 - a. The **Alcoholic Beverage and Drug Policy** states "Alcoholic beverages may not be sold or consumed in generally accessible open areas. Additionally, alcoholic beverages will not be sold or consumed at events which do not permit complete control in accordance with University policy, Department of Alcoholic Beverage Control rules and state laws."
<http://www.csus.edu/umannual/student/stu-0103.html>

We will be referring this matter to the Panhellenic Sorority Council (PSC) for their judicial process. PSC will be responsible for informing our office within 48 business hours of their decision. The University reserves the right to assign additional sanctions should they deem them necessary for the health and safety of our community.

If you have any questions or concerns regarding this letter, please contact me at 916-278-6595 or croly@csus.edu.

Best Regards,

Nicki Croly

Nicki Croly
Associate Director, Student Organizations & Leadership, Sacramento State

cc: Tim Howard, Faculty/Staff Advisor, Sacramento State
Tiffany Thompson, Regional Coordinator, Gamma Phi Beta Sorority
Lauren McCutcheon, President, Panhellenic Sorority Council, Sacramento State
Megan Piermarini, Greek Life Advisor, Student Organizations & Leadership, Sacramento State
Tom Carroll, Director, Student Organizations & Leadership, Sacramento State



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December 7, 2016

Re: Alpha Phi- Epsilon Gamma Chapter referral

Dear

On December 3, 2016, Student Organizations & Leadership (SO&L) received information around possible violations of the Student Organization Handbook, specific the University's Alcoholic Beverage and Drug Policy, involving the Epsilon Gamma Chapter of Alpha Phi Fraternity and their Formal Mocktail held on Friday, December 2, 2016 in the University Union. The information provided by the Union includes alcohol being seen in the possession of attendees, who were so intoxicated they had to be physically supported to stand or walk. After the chapter left, alcohol was found in the areas of the building near the event space where members and guests had been socializing and vomit was found in a sink in the bathroom next to the event space.

The specific policies alleged to have been violated are as follows:

1. Public Intoxication
 - a. The **Alcoholic Beverage and Drug Policy** states "Public intoxication while on campus or at a University related activity is prohibited. Intoxication includes being under the influence of alcohol or other drugs."
2. Consumption in open areas
 - a. The **Alcoholic Beverage and Drug Policy** states "Alcoholic beverages may not be sold or consumed in generally accessible open areas. Additionally, alcoholic beverages will not be sold or consumed at events which do not permit complete control in accordance with University policy, Department of Alcoholic Beverage Control rules and state laws."
<http://www.csus.edu/umanual/student/stu-0103.html>

We will be referring this matter to the Panhellenic Sorority Council (PSC) for their judicial process. PSC will be responsible for informing our office within 48 business hours of their decision. The University reserves the right to assign additional sanctions should they deem them necessary for the health and safety of our community.

If you have any questions or concerns regarding this letter, please contact me at 916-278-6595 or croly@csus.edu.

Best Regards,

A handwritten signature in cursive script that reads "Nicki Croly".

Nicki Croly
Associate Director, Student Organizations & Leadership, Sacramento State

cc: Ruth Ochoa, Faculty/Staff Advisor, Sacramento State
Hanna George, Chapter Advisor, Alpha Phi Fraternity
Lauren McCutcheon, President, Panhellenic Sorority Council, Sacramento State
Megan Piermarini, Greek Life Advisor, Student Organizations & Leadership, Sacramento State
Tom Carroll, Director, Student Organizations & Leadership, Sacramento State



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January 5, 2017

Re: Sigma Delta Alpha- Delta Chapter Organization Status

Dear

On September 19, 2016, Student Organizations & Leadership (SO&L) received information around possible violations of the Student Organization Handbook and Student Code of Conduct, specific to discrimination and hazing, involving the Delta Chapter of Sigma Delta Alpha Fraternity, Inc. investigated the allegations of discrimination. The University's investigator concluded that Sigma Delta Alpha- Delta Chapter, as an organization, violated CSU policy- EO 1097. This misconduct subjects your organization to sanctions.

From the findings of our investigation into the allegations of hazing, I have concluded based on a preponderance of the evidence, that Sigma Delta Alpha- Delta Chapter violated University policies concerning (1) discrimination, (2) hazing, and (3) organization expectations and standards around membership and voting. As you are appealing the findings, sanctions regarding discrimination will be leveled at a later date if the appeal is denied.

The specific policies violated are as follows:

1. Discrimination

- a. The **Executive Order 1097** states "The California State University (CSU) is committed to maintaining an inclusive community that values diversity and fosters tolerance and mutual respect. We embrace and encourage our community differences in Age, Disability, Race or Ethnicity, Gender, Gender Identity or Expression, Nationality, Religion, Sexual Orientation, Genetic Information, Veteran or Military Status, and other characteristics that make our community unique. All Students have the right to participate fully in CSU programs and activities free from Discrimination, Harassment, and Retaliation. The CSU prohibits Harassment of any kind, including Sexual Harassment, as well as Sexual Misconduct, Dating and Domestic Violence, and Stalking. Such behavior violates University policy and may also violate state or federal law."
- b. The **Student Organization Handbook** states that
 - i. "As required by Section 41503 of Title 5 of the State Code of Regulations of California, the president of every recognized student organization must sign a statement each year certifying that the organization has no rules or policies which inhibit its acceptance of new members because of race, religion, national origin, ethnicity, color, age, gender, marital status, citizenship, sexual orientation, or disability. This is done when completing the recognition organization profile renewal or during initial registration."
 - ii. "Failure to abide by the open membership policy or discrimination on the basis of race, religion, national origin, ethnicity, color, age, gender, marital status, citizenship, sexual orientation, or disability shall be withdrawn."

<http://www.csus.edu/soal/pdf/handbook.pdf>

2. Hazing:

a. The **Student Code of Conduct** states

- i. "Hazing, or conspiracy to haze, as defined in Education Code Sections 32050 and 32051: "Hazing" includes any method of initiation or pre-initiation into a student organization, or any pastime or amusement engaged in with respect to such an organization which causes, or is likely to cause, bodily danger, physical harm, or personal degradation or disgrace resulting in physical or mental harm, to any student or other person attending any school, community college, college, university or other educational institution in this state; but the term "hazing" does not include customary athletic events or other similar contests or competitions. A group of students acting together may be considered a 'student organization' for purposes of this section whether or not they are officially recognized. Neither the express or implied consent of a victim of hazing, nor the lack of active participation while hazing is going on is a defense. Apathy or acquiescence in the presence of hazing is not a neutral act, and is also a violation of this section."
- ii. "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, or sexual misconduct is prohibited."

<http://www.csus.edu/umanual/student/UMS16150.HTM>

b. The **Student Organization Handbook** states that

- i. "Organizations are expected to obey the laws; local, state and federal. Groups must also operate within the policies and procedures of the University, including the Student Conduct Code (Title 5 Section 41301)... Hazing of organization members, new or active, alumni or prospective is against the law."
- ii. "Provide for the safety and general welfare of all members and guests during organization activities."
- iii. "Provide programs and activities in keeping with the social, cultural, recreational and educational mission of the University."

3. Organization Expectations and Standards:

a. The **Student Organization Handbook** states that recognized student organizations are expected to:

- i. "Accept and adhere to local, state and federal laws, CSU Trustee and University regulations and policies, and Sacramento State regulations and policies."
- ii. "Maintain an active student-centered program. Voting members of the organization must be regularly enrolled students at Sacramento State and the treasurer of the campus organization must be under the control of the student members."
- iii. "The organization must maintain, at all times, a membership of at least five regularly enrolled students in good standing at the University. A maximum of 20% of the members of a student organization may be individuals who are not CSU students, except for social fraternal organizations and sport clubs which must be 100% Sacramento State students."
- iv. "The University mandates that only currently enrolled Sacramento State students may vote or hold office. Additionally, only Sacramento State students are permitted to hold membership in Sports Clubs and Greek social organizations. Each organization must keep current constitution/bylaws on file with Student Organizations & Leadership."
- v. "Adhere to the organization's own approved constitution."

Findings of the Investigation

1. Discrimination: _____ provided _____ their findings letter, in which they sustained the allegations that _____ organization discriminated against the complainant on the basis of disability.

2. Hazing: My investigation determined that Sigma Delta Alpha- Delta Chapter engaged in the following activities which violate University policy relating to hazing:

- a. Pledges required to hold large binders over their heads on multiple occasions for extended periods of time.
 - b. Pledges having to recite the Greek alphabet and Sigma Delta Alpha information perfectly while being yelled at by active members.
 - c. Pledges being required to take the stairs, not the elevator, while in buildings on campus.
 - d. A trust fall in which pledges were blindfolded and told to fall from an elevated platform without being able to see that brothers would catch them.
 - e. A form of scavenger hunt where pledges were dropped off at an unknown location and told to find their way back on foot without the assistance of phones.
 - f. Required cardio activities, such as running, push-ups, and jumping jacks.
 - g. Required pledges to carry rocks around in backpacks near the end of the pledge process.
 - h. Standing in the river while completing physical exercises, which resulted in one pledge cutting his foot on a sharp object.
 - i. Pledges were required to take care of an egg.
 - j. Pledges required to do "sleepovers" at least once a week, where they were made to stay at one residence with each other and not allowed to leave until the next morning. Most pledges slept on the floor.
 - k. Pledges had a curfew and had to check in with their Big Brother when they got home each night.
 - l. Pledges were expected to have in their possession at all times something referred to as the "Magic Box". This box contained items such as school supplies (i.e. pens, pencils, scantrons), candy, and condoms. They had to offer items from the Magic Box to active members or provide them when asked.
 - m. A pledge was expected formally greet active members (a greeting that increased in length over the pledge program). They must also do these greetings over text messaging. The same is not expected of active members.
 - n. Throughout the pledging program, pledges had their cell phones taken from them.
3. Organization Expectations and Standards: My investigation determined that Sigma Delta Alpha engaged in the following activities which violate University policy relating to organization expectations and standards, as well as their submitted and approved organization constitution:
- a. Sigma Delta Alpha- Delta Chapter had alumni members, who were not currently enrolled Sacramento State students, vote in fraternity business, including but not limited to officer elections and membership decisions.
 - b. Sigma Delta Alpha- Delta Chapter had alumni members, who were not currently enrolled Sacramento State students, serve in officer positions, including the Pledge Master.

Furthermore, during the course of the investigation _____ provided false statements. Additionally, _____ destroyed evidence pertinent to the matter being investigated (i.e. pledge applications and all contact information) and _____ were encouraged to by _____ to "say the same thing" and to remember "what your fraternity has done for you". This violates the following:

- a. **The Student Code of Conduct** prohibits
 - i. Dishonesty, including:
 1. Furnishing false information to a University official, faculty member, or campus office.
 - ii. Violation of the Student Conduct Procedures, including:
 1. Falsification, distortion, or misrepresentation of information related to a student discipline matter.
- c. **The Student Organization Handbook** prohibits
 - i. Violation of the student organization conduct procedures, including:
 1. Falsification, distortion, or misrepresentation of information related to a student organization discipline matter.
 2. Disruption or interference with the investigation progress of a student organization discipline matter.

Based on the nature of these violations and the actions of Sigma Delta Alpha- Delta Chapter _____ to destroy information that would be pertinent to the investigation, Student Organizations & Leadership has decided to remove

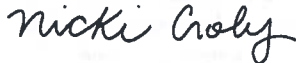
university recognition of the Sigma Delta Alpha- Delta Chapter **effective immediately** for a minimum of one calendar year. As a reminder, this sanction does not include the discrimination charge. These sanctions will be leveled if the appeal is denied.

If, after December 31, 2017, Sigma Delta Alpha- Delta Chapter wishes to secure recognition, Sigma Delta Alpha must submit an official letter of request for recognition. Re-instatement of the student organization's recognition will only occur if reasonable guarantees are made that similar problems will be handled differently in the future.

Although the organization will be unable to gain recognition at Sacramento State during this period, if there are any violations of the student code of conduct including, but not limited to discrimination, hazing, or retaliation, Student Organizations & Leadership reserves the right to further extend the ability to gain recognition.

Pursuant to SO&L policy, if you disagree with this decision you may seek reconsideration in writing within five business days to the Associate Vice President of Student Engagement & Success Beth Lesen at beth.lesen@csus.edu. For more information about the reconsideration process, please reference the Student Organization Handbook (pg. 22). If you have any questions or concerns regarding this letter, please contact me at 916-278-6595 or croly@csus.edu.

Best Regards,



Nicki Croly
Associate Director, Student Organizations & Leadership, Sacramento State

cc: Dr. Elvia Ramirez, Faculty/Staff Advisor, Sacramento State
Oswaldo Hernandez, National President, Sigma Delta Alpha Fraternity, Inc.
Megan Piermarini, Greek Life Advisor, Student Organizations & Leadership, Sacramento State
Tom Carroll, Director, Student Organizations & Leadership, Sacramento State
Alison Morgan, Investigator – Deputy Title IX Coordinator, Office of Equal Opportunity, Sacramento State
Dr. Beth Lesen, Associate Vice President for Student Engagement & Success, Sacramento State



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January 26, 2017

Re: Delta Chi Fraternity Investigation Outcome

Dear

On January 5, 2017, Student Organizations & Leadership (SO&L) received information that alleged the Sacramento chapter of Delta Chi Fraternity hosted an event on October 27, 2016, where they had not accounted for member/guest safety and that violations of the Delta Chi Fraternity policy, the Student Organization Handbook and the Student Code of Conduct occurred.

Based upon our investigation into the allegations, I have concluded based on a preponderance of the evidence, the Sacramento chapter of Delta Chi Fraternity violated University policies concerning (1) organization expectations and standards, (2) alcohol and (3) banking.

The specific policies violated are as follows:

1. Organization Expectations and Standards:
 - a. The **Student Organization Handbook** states that recognized student organizations are expected to:
 - i. "Accept and adhere to local, state and federal laws, CSU Trustee and University regulations and policies, and Sacramento State regulations and policies."
 - ii. "Provide for the safety and general welfare of all members and guests during organization activities."
2. Alcohol and Drug Policy:
 - a. The **Student Organization Handbook** states that:
 - i. "An event shall not be open to the public or University community at large and shall not be advertised to the public or University community as an event where alcoholic beverages are to be served. Attendance at an event shall be limited to members of the sponsoring group and their invited guests."
3. Banking
 - a. The **Student Organization Handbook** states that:
 - i. "At Sacramento State, all banking must be done through an ASI club account... Exceptions may be requested for an off campus bank account, only if your organization has a registered tax-exempt status."
<http://www.csus.edu/soal/pdf/handbook.pdf>

Findings of the Investigation

My investigation determined the Sacramento chapter of Delta Chi Fraternity engaged in the following activities which violate University policy and/or the expectations outlined within the Delta Chi Fraternity Risk Management Manual as outlined above:

1. The Sacramento chapter of Delta Chi Fraternity hosted a large social event on October 27, 2016 titled "Twerk or Treat". The chapter partnered with a local entertainment company, ENT Legends, to host the event. This company received what is believed to have been 50% of the profit from the event, though at this time the chapter has not received any money from them. ENT Legends did provide a copy of event insurance, however, Delta Chi Fraternity was not named and therefore not covered for this event.
2. The contract with the venue was not approved by the Alumni Board of Trustees/chapter legal counsel. The event was not discussed nor approved by the ABT.
3. The chapter's _____ did not complete the Delta Chi Fraternity "Event Planning Guide" and indicated they did not believe they have ever done so in the past for previous events. This guide provides a step-by-step process for successfully planning an event aligned with Fraternity policy.
4. The chapter's _____ did not conduct any of the expected risk management procedures outlined in Delta Chi's Risk Management Manual, specifically the venue was not inspected prior for a review of conditions, no members of the fraternity were assigned to monitor the check-in process or event space, no signs were posted about Delta Chi's compliance and enforcement of laws and policies.
5. The event was planned and advertised to have a bar present. While that component changed the day prior to the event taking place (the bar "fell through" and none of the individuals I spoke to could provide a reason as to why), the chapter had no plans in place which would have allowed for the successful and safe execution of an event with alcohol per Delta Chi policy.
6. The chapter promotion of the event relied on personal members' social media and word of mouth. The chapter never posted on its on social media, as it would normally do in the past. The most common method individuals were invited through was a private Facebook event, which was managed by a few _____ and alumni brothers. Most communication on the page came from _____. In a post made the day prior to the event, _____ tells attendees the following:
 - a. "Be smart about how intoxicated you look especially if you're under 21. It's the venues security so I don't know how strict they are but if you look overly intoxicated they will most likely not let you in and there are no refunds!"
 - b. "Unfortunately there will be no bar! So let's just say pregame smart!"
7. Members of the chapter sold tickets both in person (mostly through _____ who scheduled hours during the day where _____ would sell tickets from the campus library) and online through Eventbrite. Chapters are allowed to use online means only if the money is directly received to the chapter's approved off campus bank account or their on campus club account through ASI. As the chapter has not received any of the money from this event, it is believed the online site was linked to a personal member's account, which violates campus policy.
8. The chapter sold at minimum 1,000, but possible up to 1,200, tickets to this event. They had 4 security guards present (two at the door, 2 inside the venue). None of the brothers were assigned to act as monitors for any part of the event.
9. The chapter did not have a guest list for the event. There was a list of brothers' names that were used to check them in, however their individual guests and guests at large were not on any guest list of any kind.
10. _____, along with their individual "plus one" guests, arrived to the venue by taking a party bus, in which they consumed alcohol prior to arrival. Individuals under the age of 21 were provided alcohol on this bus.

Based on the nature of these violations and the chapter's recent probation due to similar violations, the University is placing the Sacramento chapter of Delta Chi Fraternity on probation **effective immediately until December 31st 2017**.

The terms of this probation are as follows:

1. Events with alcohol are prohibited.
2. Social events (i.e. mixers, exchanges, grab-a-dates) with other organizations or non-members must be held on-campus.

The chapter will be removed from probation, if and only if, the following is completed:

1. The chapter executive board must become educated on Delta Chi Fraternity Risk Management. The chapter's _____ must work in consultation with Delta Chi Fraternity to create an educational workshop that reviews the entirety of Delta Chi's risk management policies and procedures expected of a chapter, each officer's role, and the role of all brothers. The executive board workshop must be held prior to the chapter program outlined below.

2. The chapter must host, for its members, a workshop on risk management about having events with or without alcohol.
 - a. 85% of the chapter (including active and associate members) must be present for the workshop. The chapter's _____ are required to attend.
 - b. The content of this workshop must be reviewed and approved at least one week prior by the Delta Chi Fraternity Associate Executive Director (or his designee).
 - c. This training facilitator may be selected by the chapter, but must be a professional experienced with the risk management policies of Delta Chi. They must sign to verify the attendance sheet with the number present.
 - d. Two weeks after the workshop, a post event report reviewing what the organization has learned and how this knowledge will be used, along with the documented attendance and receipt of national approval of the workshop, must also be reviewed with the Greek Life Advisor.

Once the chapter is able to resume events with alcohol, the chapter must have a risk management plan prepared and reviewed at least one week prior to any event with alcohol by the Greek Life Advisor. The week after the event, a post event report reviewing all aspects of the risk management plan must also be reviewed with the Greek Life Advisor.

These outcomes coincide with any provided by Delta Chi Fraternity. The successful progress and completion of the outcomes from both the University and Delta Chi Fraternity may allow for review of the probationary terms at a later date. If there are any violations of the student code of conduct or Student Organization Handbook including, but not limited to organization expectations and standards, alcohol and banking, Student Organizations & Leadership may take further disciplinary action, including removal of club recognition.

Pursuant to SO&L policy, if you disagree with this decision you may seek reconsideration in writing within five business days to the Associate Vice President of Student Engagement & Success Beth Lesen at beth.lesen@csus.edu. For more information about the reconsideration process, please reference the Student Organization Handbook (pg. 22). If you have any questions or concerns regarding this letter, please contact me at 916-278-6595 or croly@csus.edu.

Best Regards,



Nicki Croly
Associate Director, Student Organizations & Leadership, Sacramento State

cc: Luis Kischmischian, Faculty/Staff Advisor, Sacramento State
Tim Buntjer, "BB"- Chapter Advisor, Delta Chi Fraternity- Sacramento chapter
Chuck Wade, Regent, Delta Chi Fraternity
Marquez Brown, Associate Executive Director, Delta Chi Fraternity
Megan Piermarini, Greek Life Advisor, Student Organizations & Leadership, Sacramento State
Tom Carroll, Director, Student Organizations & Leadership, Sacramento State
Dr. Beth Lesen, Associate Vice President for Student Engagement & Success, Sacramento State



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February 14, 2017

Re: Sigma Delta Alpha- Delta Chapter Organization Status- update

Dear

On January 5, 2017, met to review the outcomes of our investigation and were provided those associated with the violations of campus policy related to hazing. At that time, were informed that sanctions regarding discrimination will be assessed at a later date pending the response from the Chancellor's Office regarding appeal. We received noticed that appeal was denied and as such are instituting sanctions specific to the findings that organization discriminated against the complainant on the basis of disability.

As are aware, the original sanction based on hazing resulted in the removal of university recognition of the Sigma Delta Alpha- Delta Chapter effective January 5, 2017 for a minimum of one calendar year. Due to the additional violations related to discrimination, we are extending the time of removal by an additional 2 years.

If, after December 31, 2019, Sigma Delta Alpha- Delta Chapter wishes to secure recognition, Sigma Delta Alpha must submit an official letter of request for recognition. Re-instatement of the student organization's recognition will only occur if reasonable guarantees are made that similar problems will be handled differently in the future. Probationary terms would be established at that time to include, but not limited to, a new pledging process/program and educational programming around hazing and discrimination.

Although the organization will be unable to gain recognition at Sacramento State during this period, if there are any violations of the student code of conduct including, but not limited to discrimination, hazing, or retaliation, Student Organizations & Leadership reserves the right to further extend the ability to gain recognition.

Pursuant to SO&L policy, if you disagree with this decision you may seek reconsideration in writing within five business days to the Associate Vice President for Student Affairs/Dean of Students Beth Lesen at beth.lesen@csus.edu. For more information about the reconsideration process, please reference the Student Organization Handbook (pg. 22). If you have any questions or concerns regarding this letter, please contact me at 916-278-6595 or croly@csus.edu.

Best Regards,

A handwritten signature in cursive script that reads "Nicki Croly".

Nicki Croly
Associate Director, Student Organizations & Leadership, Sacramento State

cc: Dr. Elvia Ramirez, Faculty/Staff Advisor, Sacramento State
Oswaldo Hernandez, National President, Sigma Delta Alpha Fraternity, Inc.
Megan Piermarini, Greek Life Advisor, Student Organizations & Leadership, Sacramento State
Tom Carroll, Director, Student Organizations & Leadership, Sacramento State
Alison Morgan, Investigator – Deputy Title IX Coordinator, Office of Equal Opportunity, Sacramento State
Dr. Beth Lesen, Associate Vice President for Student Affairs/Dean of Students, Sacramento State



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February 28, 2017

Re: Kappa Sigma Fraternity Investigation Outcome

Dear

On January 5, 2017, Student Organizations & Leadership (SO&L) received information that alleged the Nu Lambda chapter of Kappa Sigma Fraternity hosted an event, titled "The 5th Annual Playboy Party" on November 10, 2016, where they had not accounted for member/guest safety a violation of the Student Organization Handbook.

Based upon our investigation into the allegations, I have concluded based on a preponderance of the evidence, the Nu Lambda chapter of Kappa Sigma Fraternity violated University policies concerning (1) organization expectations and standards. Additional concerns were presented in the operations of the fraternity with the role inactive members have in the chapter in holding officer positions.

The specific policies violated are as follows:

1. Organization Expectations and Standards:
 - a. The **Student Organization Handbook** states that recognized student organizations are expected to:
 - i. "Provide for the safety and general welfare of all members and guests during organization activities."
(<http://www.csus.edu/soal/pdf/handbook.pdf>)

Findings of the Investigation

My investigation determined the Nu Lambda chapter of Kappa Sigma Fraternity engaged in the following activities which violated the University policy outlined above:

1. The Nu Lambda chapter of Kappa Sigma Fraternity hosted a large social event on November 10 2016 titled "The 5th Annual Playboy Party". While the chapter's name was not listed in the event flier, those in attendance stated it was hosted by the fraternity and fraternity leadership stated it was a chapter event. The event, also indicated as 5th Annual, has been hosted by the chapter in years past under the Fraternity's name.
2. The event was planned by _____ who did purchase event insurance, however, Kappa Sigma Fraternity was not named and therefore not covered for this event.
3. The chapter planned to sell tickets for over 1,200 people, though it is believed 400 were purchased prior and more were sold at the door. The chapter did not have a guest list for the event and could not account for how many people were actually present. None of the brothers were assigned to act as monitors for any part of the event. There were challenges in how many security guards were present during the duration and/or their level of monitoring of the event.
4. It was also shared that _____ . That matter was referred to the Title IX Coordinator in the Office of Equal Opportunity for further investigation.

In addition to the November 10th event, during my investigation I became aware that _____ was planning an upcoming pledge pinning party, themed "ABC" (Anything But Clothes) that was being planned for 2/17/2017.

Since meeting, I was informed by District Grand Master that they cancelled this event and will not permit it to occur. As a reminder, social events with alcohol are never permitted when connected to the pledging process.

Based on the nature of these violations, the University is requiring the organization to:

1. The chapter must host, for its members, a workshop on risk management for social events (with or without alcohol) and what constitutes a Fraternity event. This workshop must be held no later than **April 7, 2017**.
 - a. The content of this workshop must align with University and Kappa Sigma policies and expectations. The workshop must be reviewed and approved at least two weeks prior by District Grand Master and our Greek Life Advisor.
 - b. The workshop facilitator may be selected by the chapter, but must be a professional (non-collegian) experienced with the risk management policies of Kappa Sigma Fraternity. They must sign to verify the attendance sheet, provided by our office, indicating the number present.
 - c. 85% of the chapter must be present for the workshop. The chapter's are required to attend and are encouraged to assist in facilitation.
 - d. Two weeks after the workshop, a post workshop report reviewing what the organization has learned and how this knowledge will be used, along with the documented attendance, must also be reviewed with the Greek Life Advisor.

2. The chapter must work with the District Grand Master to update the chapter's roster and ensure all officer positions are held by members in good standing with the Fraternity. The University roster must be updated within 48 hours of these changes. It is also encouraged to work with the District Grand Master to review Kappa Sigma's guidelines/expectations for inactive membership. The University's language for roster purposes is located in the Student Organization Handbook (pg. 18-19). Additionally, the University roster does not currently align with the roster on file with Kappa Sigma Fraternity. must work with the Greek Life Advisor and District Grand Master to see that this is addressed no later than **March 14, 2017**.

Pursuant to SO&L policy, if you disagree with this decision you may seek reconsideration in writing within five business days to the Associate Vice President for Student Affairs/Dean of Students Beth Lesen at beth.lesen@csus.edu. For more information about the reconsideration process, please reference the Student Organization Handbook (pg. 22). If you have any questions or concerns regarding this letter, please contact me at 916-278-6595 or croly@csus.edu.

Best Regards,



Nicki Croly

Associate Director, Student Organizations & Leadership, Sacramento State

cc: Sally Monical, Faculty/Staff Advisor, Sacramento State
Joshua Grossman, District Grand Master, Kappa Sigma Fraternity
Megan Piermarini, Greek Life Advisor, Student Organizations & Leadership, Sacramento State
Tom Carroll, Director, Student Organizations & Leadership, Sacramento State
Dr. Beth Lesen, Associate Vice President for Student Affairs/Dean of Students, Sacramento State



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March 30, 2017

Re: Pi Kappa Alpha Neighborhood Complaint

Dear

On March 2, 2017, we received a complaint about the residence occupied by members of Pi Kappa Alpha Fraternity at [redacted]. The complaint included the following concerns shared by five different households on the court:

- The house is occupied by members of Pi Kappa Alpha and serves as a location for chapter events and parties, however, the residence is not zoned to act as a fraternity facility.
- When the residents host events, [redacted] is filled with cars. After parties at this residence, neighbors have found damage to their cars (i.e. scratched paint).
- At a party of February 17, 2017, [redacted] was transported to the hospital approximately 8:30pm.
- The residents accumulated trash (including furniture, kegs, beer boxes, signs advertising chapter activities) in their back yard causing the fence to lean under the weight of the trash against it. The City of Sacramento cited the residence for the trash which was then moved curbside for pick-up. Because the residents put paint in the pile, the trash was not picked and was moved to the driveway, where it sat for two more days before it was moved back out and eventually removed.

Findings of the investigation

1. The presence of large and small chapter letters that have been seen in both the front and backyards, the use of the residence for chapter events (including a chapter meeting, Bid Dinner, and mixers with Delta Gamma and Gamma Phi Beta), along with the membership of the occupancy are contributing factors to a probable violation of policy for misuse of a residential property as a fraternity facility.
2. Evidence shows that the concern over the excessive trash was valid. Additionally, the fraternity residents have been addressed by police for noise complaints on at least three occasions in the past 6 months.
3. Pi Kappa Alpha and Delta Gamma co-hosted a party on February 17, 2017. When originally planned the event was a wedding themed mixer listed on both chapter's calendars. Delta Gamma did not get the mixer approved so they cancelled it and informed Pi Kappa Alpha. The Pi Kappa Alpha [redacted] and Delta Gamma [redacted] decided to still move forward with the event as a party. The [redacted] were adamant that the event was not a mixer and therefore the chapters were not responsible. However, none of the details of the party varied from the original planned mixer. Additionally, the invited and actual attendees of the party included only current and alumni members of Delta Gamma and Pi Kappa Alpha. Alcohol was brought by attendees. Around 8:30pm, an ambulance was called for [redacted] for possible alcohol poisoning.

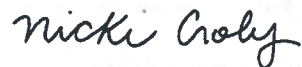
As a result, we are expecting the following:

1. [redacted] must cease and desist the use of this residence for any Fraternity events or activities for, at minimum, the remainder of this calendar year. Please work in advance with your SO&L Advisor, Megan Piermarini, to reserve locations on campus for these events.

2. Excessive trash does not pertain to University policy, but rather city enforcement. The neighbors have been advised that we will assist in matters of student organization policy and compliance. Their options for addressing all other concerns are as community members through the police department, their neighborhood association, City of Sacramento, and the legal system. In general, there does appear to be a lack of regard for their neighbors and/or understanding of the expectations of community standards. We would highly encourage chapter, at minimum these residents, to review the Good Neighbor Guidelines, Off-Campus Behavior, and Off-Campus Events, as outlined in our Student Organization Handbook located here: <http://www.csus.edu/soal/pdf/handbook.pdf>
3. It is our belief that this event violated policies specific to Delta Gamma and Pi Kappa Alpha risk management. We would expect that the chapter follow its own process for accountability on this matter. Additionally, it is clear that the chapter lacks an understanding of their chapter's accountability for their activities, under a notion of what makes something "official" (mixer) vs. "unofficial" (party). Re-education should be provided to ensure clarity and compliance to Pi Kappa Alpha and University policy for organizational events.

Pursuant to SO&L policy, if you disagree with this decision you may seek reconsideration in writing within five business days to the Associate Vice President for Student Affairs/Dean of Students Beth Lesen at beth.lesen@csus.edu. For more information about the reconsideration process, please reference the Student Organization Handbook. If you have any questions or concerns regarding this letter, please contact me at 916-278-6595 or croly@csus.edu.

Sincerely,



Nicki Croly
Associate Director, Student Organizations & Leadership

cc:

Zach Leibold, Chapter Advisor, Pi Kappa Alpha Fraternity
Kevin Lovelace, Faculty/Staff Advisor, Sacramento State
Logan Seger, Director of Chapter Services- West, Pi Kappa Alpha Fraternity
Megan Piermarini, Greek Life Advisor, Student Organizations & Leadership, Sacramento State
Tom Carroll, Director, Student Organizations & Leadership, Sacramento State
Dr. Beth Lesen, Associate Vice President for Student Affairs/Dean of Students, Sacramento State