

April 20, 2015

Kappa Kappa Gamma

Sent electronically to [REDACTED]

PERSONAL AND CONFIDENTIAL

Regarding Case Number: 2014234001

To the members of Kappa Kappa Gamma,

This letter is to notify you of the outcome of your disciplinary case. The OSU Kappa Kappa Gamma chapter has accepted responsibility for the following violations of the Code of Student Conduct:

1. 3335-23-04 (J): Alcohol: Use, production, distribution, sale, or possession of alcohol in a manner prohibited under law or applicable University policy - **In violation;**
2. 3335-23-04 (M): Hazing: Doing, requiring, or encouraging any act, as defined in the Code of Student Conduct, that causes or creates a substantial risk of causing mental or physical harm or humiliation - **In violation;**
3. 3335-23-04 (N8): Failure to comply with one or more sanctions imposed under the code of student conduct - **In violation.**

As a result of the violations, the following sanctions have been given:

1. The chapter's recognition at the University is suspended beginning **April 20, 2015 through May 7, 2017**. Your satisfactory completion of stipulations may be required for recognition at the end of the suspension period. During the period of suspension, the chapter may not function as a student organization.
2. **New Member Education Plan**: Working with the Office of Sorority and Fraternity Life, Kappa Kappa Gamma Sorority will review and restructure the sorority's New Member Education process. This reviewing and restructuring should specifically address the use of alcohol during the New Member Education process, as well as the Risk Management efforts made by the sorority to ensure a safe and secure process for all new members. The New Member Education process must include training on hazing prevention offered by the Office of Sorority and Fraternity Life or the Office of Student Conduct. The entire chapter membership must be present. This process review, as well as a copy of Kappa Kappa Gamma's revised New Membership Education Process, must be completed prior to the Sorority's return to OSU. A copy of this plan and manual must be submitted, reviewed, and approved by the Office of Sorority and Fraternity Life and the Office of Student Conduct before Kappa Kappa Gamma Sorority can actively recruit new members.
3. **Recruitment Plan**: Kappa Kappa Gamma Sorority must create a New Member recruitment plan that is congruent with the sorority's values following their return to campus. This plan must be submitted to the Office of Sorority and Fraternity Life and the Office of Student Conduct for review and approval before Kappa Kappa Gamma will be permitted to actively recruit new members.

4. **Risk Management Plan:** Kappa Kappa Gamma Sorority must develop a Risk Management Plan and a Chapter Risk Management Manual. This plan and accompanying document should describe the specific and concrete steps the chapter will take when organizing, hosting, or participating in any event in order to minimize risk to both the chapter membership and the broader community. Specific plans or procedures should be created for recruitment events, the New Member Education process, and social events. These plans and/or procedures should include the appropriate participation of chapter advisors or Kappa Kappa Gamma National Headquarters staff. This Risk Management Plan should also identify and document procedures for any chapter event that involves alcohol. A copy of this plan and manual must be submitted, reviewed, and approved by the Office of Sorority and Fraternity Life and the Office of Student Conduct before Kappa Kappa Gamma Sorority can actively recruit new members.

5. **Bartender/Risk Management Training:** Kappa Kappa Gamma Sorority must make arrangements with the Office of Sorority and Fraternity Life to participate in Bartender/Risk Management Training. This training should cover a variety of risk-management topics that surround events with alcohol, and will be invaluable to all members of the chapter. Documentation confirming successful completion of the workshop must be provided to Student Conduct. This training must occur before the organization's first social event with alcohol.

It is our understanding that Kappa Kappa Gamma National Headquarters will also be issuing various outcomes and measures for the OSU Kappa Kappa Gamma chapter in relation to their review of the chapter. We strongly encourage the chapter to abide by those outcomes. Pending the successful completion of all sanctions issued in regards to this matter, we look forward to Kappa Kappa Gamma's return to the university.

Because you accepted responsibility, you may only appeal on the basis that the disciplinary sanction imposed is grossly disproportionate to the violation committed. To do so, you must submit your appeal in writing, directed to the Vice President for Student Life, no later than 4:00 pm on April 27, 2015.

Complete the Appeal Request Form found at <http://studentconduct.osu.edu/forms.asp>, and turn in your signed form with any relevant documentation to Student Conduct, 550 Lincoln Tower, 1800 Cannon Dr., Columbus, OH 43210, by the deadline. If you do not submit an appeal in writing, this decision will be effective at the end of your appeal period. If you have any questions, call (614) 292-0748 prior to the expiration of your appeal period.

If you have any questions concerning this matter, please do not hesitate to contact me at (614) 292-0748 between 8:00 a.m. and 5:00 p.m. Monday through Friday.

Sincerely,

Justin L. Moses J.D.
Director

CC: Director of Sorority and Fraternity Life - Sharrell Hassell-Goodman