



SAN DIEGO STATE UNIVERSITY

Student Life & Leadership
Division of Student Affairs and Campus Diversity

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January 25, 2021

This is an official document.

GAMMA ZETA ALPHA FRATERNITY DECISION LETTER

Thank you for meeting with me on December 1, 2020 to discuss the alleged policy violations of Aiding and Abetting, Alcohol, Failure to Comply, Health & Safety, and Violation of Policies that reportedly took place on Saturday, October 31, 2020 at off-campus residences inhabited by members of the fraternity. During the meeting, I outlined the process and findings of Gamma Zeta Alpha Fraternity's investigation.

Throughout the investigation, which included interviews with members of the organization and witnesses, it was found:

- The fraternity was contacted by a university staff member on Friday, October 30th due to a written report of an alleged in-person social gathering connected to the fraternity scheduled for Halloween night. Chapter leadership called fraternity members planning the event to not move forward with it.
- Fraternity members of different households convened at an off-campus apartment before going to another off-campus house inhabited by another member of the fraternity to take pictures and socialize. At this location, there were additional non-affiliated members convening for an in-person gathering.
- Five members of the chapter were present at the final gathering and were photographed wearing costumes, not wearing facial coverings, and with a bottle of alcohol.

During the interview process, the San Diego State University and Gamma Zeta Alpha Fraternity's COVID-19 policies were discussed. Individuals interviewed were aware of COVID-19 policies and expectations outlined by the university via email correspondence sent to all students. However, chapter education on COVID-19 policies and member expectations was not as clear to members. Additionally, it was expressed that members understood the severity of the COVID-19 pandemic.

Decision

Based on the information presented during the course of the investigation, including reports, investigative interviews, and discussion during the Informal Conference, I have found that the preponderance of the evidence establishes that Gamma Zeta Alpha Fraternity is responsible for violations of the following Student Organization Code of Conduct policies: Aiding and Abetting, Failure to Comply, Health & Safety, and Violation of Policies.

(1) Aiding and Abetting. *Aiding, abetting, encouraging, permitting or assisting a student or student organization to do any act that would violate a student or student organization to do any act that would violate a University policy or applicable law; or that could subject the student or student organization to discipline.*



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

(21) Health and Safety. *Conduct that threatens or endangers the health or safety of any person within or related to the University community, including physical abuse, threats, intimidation, harassment, sexual misconduct, throwing bottles or objects that could result in personal injury, or where three or more members of a student organization engage in group violence or taunt others to engage in violence.*

b(36)-4 Violation of Policies. *Violation of any other published University policy, rule, regulation or presidential order.*

As a result of the policy violations, Gamma Zeta Alpha Fraternity is sanctioned to **Probation with Stipulations** through April 31, 2021.

Any further violations of University policy during the term of Probation may result in an immediate Interim Suspension. In addition to the Probation, Gamma Zeta Alpha Fraternity must complete the following stipulations:

Chapter Education

Educational Workshops. Gamma Zeta Alpha Fraternity is expected to host ongoing educational workshops for members of the chapter. Specifically, the following workshops are stipulated for the term of the sanction and must have 80% chapter participation:

- Spring 2021: COVID-19 Educational Workshop

Fraternity & Sorority Life staff can advise on presenters and workshop development. The presentations will be facilitated by trained, professional staff/volunteers of the University and/or Fraternity, or another approved speaker. Active members and Executive Board members may not facilitate the training.

It is expected that the chapter leadership will schedule a meeting with me to review and advise on the workshops and identify presenters. Documentation of workshop completion must be sent to Fraternity & Sorority Life staff within 24-hours of the workshops. Documentation should be in Google Slides format and include photos, presenter information, the strengths of the workshops and the opportunities for growth.

Lastly, the decision letter outlines the expectations for Gamma Zeta Alpha Fraternity's probation. As a reminder, the university's COVID-19 policies remain in effect. With that said, the chapter is expected to continue to uphold the guidelines set by the university regarding the COVID-19 pandemic.

Failure to complete these sanctions may result in the Interim Suspension of Gamma Zeta Alpha Fraternity.



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Thank you again for taking the time to meet with me in the Informal Conference. We hope that the outcome of the incident will contribute to the success of Gamma Zeta Alpha Fraternity at San Diego State University.

Respectfully,

Matthew H. Garcia

Assistant Director, Student Life & Leadership for Fraternity & Sorority Life

CC:

Dr. Randy Timm, Assistant Vice President for Campus Life and Dean of Students

Caryl Montero-Adams, Director, Student Life & Leadership

Ramona Perez, Faculty/Staff Advisor, Gamma Zeta Alpha Fraternity

Pedro Galvan, Alumnus Advisor, Gamma Zeta Alpha Fraternity

Christian Cortez II, President, United Sorority & Fraternity Council

Hope Park, Judicial Director, United Sorority & Fraternity Council

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