



# SAN DIEGO STATE UNIVERSITY

Division of Student Affairs and Campus Diversity

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*This is an official document.*

## **SIGMA ALPHA EPSILON FRATERNITY DECISION LETTER**

Thank you for meeting with Matthew H. Garcia, Assistant Director for the Center for Fraternity & Sorority Life during Sigma Alpha Epsilon Fraternity's informal conference on June 5, 2021. During the Informal Conference, allegations of policy violations were discussed. Specifically, a series of alleged violations that took place over the 2020-2021 academic year were reviewed. In addition to the reported incidents, the group discussed the status of the chapter with the Headquarters and the University, and the findings identified during the course of the investigation. The attendees reviewed that prior to the Interim Suspension, the fraternity was assigned Probation through October 2, 2020. The previous sanction outlined that additional violations of the Student Organization Code of Conduct could result in the activation of interim suspension of the fraternity.

### **Decision**

Based on the materials presented in the informal conference, I have found that the preponderance of the evidence establishes Sigma Alpha Epsilon Fraternity violated the Student Organization Code of Conduct during the 2020-2021 academic year. Specifically, I have found Sigma Alpha Epsilon to be in violation of Aiding and Abetting, Alcohol, Failure to Comply, Hazing or Conspiracy to Haze, Health and Safety, Violations of Policies, and Violations of the Student Organization Conduct Procedures policies. These policy violations further violated the terms of the previously assigned Probation, which was sanctioned due to violations of the Alcohol and Health and Safety during the Fall 2019 academic term.

**b(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.*

**b(2) Alcohol.** *Violation of applicable law or University policy regarding the use, possession, manufacture, or distribution of alcoholic beverages while on or off campus.*

**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.*

**b(20)-1 Hazing or Conspiracy to Haze.** *Hazing is defined as any method of indoctrination, initiation or pre-initiation into a student organization, or any other organization-related activity, which, regardless of location, intent, membership status or rank of the participants, or the express or implied consent of the participants, causes, or is reasonably likely to cause, physical or mental injury, substantial mental or physical discomfort of stress, personal degradation, harassment or intimidation of or to any former, current, or prospective student of any*



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*educational institution*

**b(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.*

**b(38)-6 Violation of the Student Organization Conduct Procedures.** *Failure to comply with the sanction(s) imposed under a student organization disciplinary proceeding.*

As a result of additional violations of the Student Organization Code of Conduct, Sigma Alpha Epsilon Fraternity is sanctioned to **Suspension in Abeyance** through December 31, 2021, followed by **Probation** through May 31, 2022.

**Any further violations of University policy during the term of Suspension in Abeyance or Probation may result in an immediate Interim Suspension of the fraternity and could result in removal of campus recognition.** In addition to the Suspension in Abeyance, Sigma Alpha Epsilon must complete the following stipulations:

**External Membership Review.** As strongly recommended by the SDSU Fraternity & Sorority Life Advisory Team, each member of Sigma Alpha Epsilon should be interviewed to determine their ability to uphold the values and policies of the national fraternity and University. The interview panel should be convened and selected by Sigma Alpha Epsilon headquarters staff. Following the membership review, a confirmed roster must be submitted to the Center for Fraternity & Sorority Life.

**Chapter Education.** Following the membership review, individuals who retain their fraternity membership must attend a minimum of five workshops during the 2021-2022 academic year. Eighty percent of the chapter membership must participate in each of the workshops. Topics for the workshops must include:

- Hazing Education & Prevention (Completed prior to Fall 2021 Recruitment Efforts)
- Alcohol and Other Drugs (Completed prior October 1, 2021)
- Bystander Intervention, including accountability
- Good Neighbor Responsibility
- Post Probation Risk Management (following completion of Probation)

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

It is expected that the chapter leadership will schedule a meeting with Matthew Garcia, Assistant Director of the Center for Fraternity & Sorority Life, to review and advise on the workshops and identify



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presenters. Documentation of workshop completion must be sent to the Center for 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. Additionally, attendance must be tracked using Presence.

**Event Proposals, Risk Management Plans and Proposal Meeting.** During the term of the Suspension in Abeyance, Sigma Alpha Epsilon must submit a proposal with detailed risk management plans for all events hosted or co-hosted by the chapter to the Center for Fraternity & Sorority Life. Despite location, the events must follow the University's approval process and risk management plans must be submitted for all events. For educational workshops, community service participation, and regular meetings, the chapter must submit proposals **three weeks in advance**. For events with greater risk, such as philanthropies, recruitment events, and (dry) socials, the chapter must submit the events **eight weeks in advance**.

The chapter executive board and any event planners (risk management chair, philanthropy chair, etc) will schedule a meeting with Matthew Garcia during the first three weeks of each semester to discuss the chapter's event calendar. In this meeting, the event approval process will be discussed in detail. Additionally, risk management plans and expectations will be discussed. During the 2021-2022 academic year, Matthew H Garcia, Assistant Director of the Center for Fraternity & Sorority Life, will review the event proposals and risk management plans.

**Meetings with the Fraternity & Sorority Life Advisory Team.** In addition to the initial proposal meeting outlined above and any meetings regarding risk management plans, Sigma Alpha Epsilon Fraternity must meet regularly with the Center for Fraternity & Sorority Life advisory team throughout the term of the Suspension in Abeyance and Probation. The frequency of such meetings should be followed, a minimum:

- Introductory meeting with chapter membership
- Monthly meetings with Chapter President
- Semesterly meeting with Executive Board

**Advisor or Third Party Security Presence.** During the term of the Suspension in Abeyance and Probation, an advisor is expected to be present during the duration of all chapter events/meetings. Each risk management plan must include the name and contact information (phone number and email address) for the advisor who will be present. On a case-by-case basis and with prior University approval, the chapter may hire third-party security to attend an event in lieu of an advisor. In this case, the chapter must provide the name and phone number of a third party security vendor.

**Event with Alcohol.** During the term of the Suspension in Abeyance, Sigma Alpha Epsilon may not host any events or activities with alcohol. During the term of the Probation, Sigma Alpha Epsilon may request to host one, on-campus event with alcohol that follows all University processes and procedures during the Spring 2022 term. The purpose of hosting the structured event with alcohol is to provide developmental opportunities for the chapter to intentionally plan and implement events. Outside of the one on-campus event with alcohol, the fraternity may not host events with alcohol during the term of the Probation.



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While not a stipulation, Sigma Alpha Epsilon is reminded that the fraternity must follow all the expectations outlined by the Presidential Task Force on Student Activities & Safety Task Force regarding social fraternity and sorority new member education plans. Specifically, the chapter must adhere to the following guidelines:

- An advisor(s) must be present throughout the duration at all events and activities that new members are present for, including new member meetings
- Events that New Members are present for must take place between 10:00am to 10:00pm
- Submission of chapter's new member education program using the Fraternity & Sorority Life New Member Education Template at least two weeks prior to the start of the semester's new member education program.

As requested by chapter advisors and discussed with Sigma Alpha Epsilon headquarters staff, in the event that Sigma Alpha Epsilon adheres to all of the outlined sanctions and stipulations, the university will consider a formal, written request submitted by Sigma Alpha Epsilon as early as February 1, 2022 to conclude the term of the probation on February 28, 2022. In the event that the probation concludes in February 2022, the assigned chapter education and meetings with the Center for Fraternity & Sorority Life staff must be completed through May 2022. If the chapter does not adhere to any portion of the assigned sanctions and stipulations, the original terms of the probation through May 31, 2022 will apply.

Thank you for participating in the informal conference. Please contact Matthew H Garcia, Assistant Director of the Center for Fraternity & Sorority Life, with questions or concerns.

Respectfully,

**Caryl Montero-Adams**

Assistant Dean of Students for Student Life, Office of the Dean of Students

cc:

Dr. Randy Timm, Associate Vice President for Campus Life and Dean of Students, Division of Student Affairs and Campus Diversity

Matthew H. Garcia, Assistant Director for the Center of Fraternity & Sorority Life

Matthew Monges, Student Life Advisor for the Center of Fraternity & Sorority Life

Donovan Golich, Manager of Redevelopment, Sigma Alpha Epsilon Fraternity

Bill Marckwardt, Alumnus Advisor, Sigma Alpha Epsilon Fraternity

Kip Barton, Alumnus Advisor, Sigma Alpha Epsilon Fraternity

Michael Rapp, Faculty/Staff Advisor, Sigma Alpha Epsilon Fraternity

RJ Hullum, President, Interfraternity Council

Brandon Morgan, Vice President for Judicial Affairs, Interfraternity Council