

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

**Monday, March 10, 2025**

*This is an official document.*  
**ALPHA CHI OMEGA: DECISION LETTER**

Thank you for meeting with Kristen Lemaster on Thursday, February 27, 2025 to discuss the alleged policy violations of the Student Organization Code of Conduct for Alpha Chi Omega resulting from reported incidents in the Fall 2024 semester. During the meeting, Kristen outlined the process and findings of Alpha Chi Omega's investigation.

As discussed during the Informal Conference, Alpha Chi Omega chapter members confirmed that members consumed alcohol at the chapter facility as part of chapter bid day celebrations on Panhellenic Bid Day during at least the Fall 2022, Fall 2023, and Fall 2024 semesters. Alpha Chi Omega chapter members also indicated hazing behaviors connected with social interactions and fraternity relations, including bid day buddies bringing new members to unregistered social events with alcohol at various locations, and chapter expectations that strongly encourage new members to attend fraternity "pre-parties" involving underage alcohol consumption during the Fall 2024 semester. Additionally, it was identified that Alpha Chi Omega chapter members were unclear on university and organizational policies related to hazing prevention, risk management, and the Good Samaritan and Amnesty policies.

**Decision**

Based on the information gathered during the investigation, I have found based on a preponderance of evidence that Alpha Chi Omega is in violation of the following Student Organization Code of Conduct policies:

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

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

**(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.*

As a result of the violations, Alpha Chi Omega is sanctioned to **Probation with Stipulations** through **December 31, 2025**. The stipulations are as follows:

**Events with Alcohol.** During the term of the probation, Alpha Chi Omega is permitted to host one (1) event with alcohol during the Fall 2025 semester on-campus in compliance with the EAS process, or the chapter may request to host one event with alcohol at a licensed third party venue in San Diego, California. For either option, the

chapter is expected to work with the Pierce Greek Life Center staff and Alpha Chi Omega headquarters staff to develop a risk management plan and to attest that all members and guests will ensure compliance with appropriate policies. The Pierce Greek Life Center and Alpha Chi Omega headquarters can issue guidance on planning of the event in support of health and safety. Outside of the one event with alcohol on-campus or at a licensed third party venue, the chapter is not permitted to formally or informally host or co-host events with alcohol during the term of the probation.

**Educational Workshops.** Alpha Chi Omega is expected to host two educational workshops for members of the chapter by May 7, 2025. Specifically, the following topics are stipulated with the Probation and must have 90% chapter participation:

- San Diego State University, Alpha Chi Omega, and National Panhellenic Conference social event registration policies and risk management policies, including bystander intervention and reporting processes such as the Good Samaritan and Amnesty policies
- Hazing prevention (recommended “Speak Up for a Sister” modules and discussion guide from Alpha Chi Omega or campus hazing prevention program)

The educational workshops can be facilitated by professional staff of the university and/or Alpha Chi Omega headquarters staff, but must be reviewed in advance by a Pierce Greek Life Center staff member prior to facilitation. Chapter leadership is expected to document attendance for the workshops and submit the attendance in a spreadsheet within 48 hours of the workshops. The spreadsheet should include the *last name, first name, SDSU email addresses, and Red IDs of all student participants*, separated in columns. Additionally, the chapter must provide a reflection of each workshop to include: photos, presenter information, the strengths of the workshops and the opportunities for growth. Any chapter members not in attendance must receive the workshop materials in another documented format within 48 hours of the workshop. Evidence of the materials being shared must be shared with Pierce Greek Life Center staff.

**New Member Process Support.** Alpha Chi Omega chapter leadership is expected to submit a revised new member education plan to the Pierce Greek Life Center for review by March 28, 2025. To support the revision and implementation of the new member education plan, it is recommended that VP new member education and new member education advisor meet bi-weekly with the Gamma Nu chapter consultant for the remainder of the Spring 2025 semester.

**Bid Day Support.** Alpha Chi Omega is expected to work with the international headquarters to clarify chapter expectations for appropriate new member activities on and after bid day, and to develop a comprehensive training to equip chapter members serving in a peer mentorship or leadership role, such as a bid day buddy, to understand their responsibilities related to hazing prevention as well as overall new member health and safety. A training draft must be submitted to the Pierce Greek Life Center staff no later than April 21, 2025.

Additionally, Alpha Chi Omega chapter leadership and chapter advisors are expected to work together to develop a comprehensive plan for Fall 2025 chapter Bid Day activities, including both primary recruitment and COB processes (if applicable). This plan, due at least four weeks before the respective bid day, will be submitted to Alpha Chi Omega international headquarters, Pierce Greek Life Center staff and the RSO faculty/staff advisor for review and approval. The plan must include an objective for bid day, a detailed list of planned activities/events, preventative strategies to avoid problematic behaviors observed in previous Fall semesters, education on the purpose of bid day, accountability measures for members, and intervention strategies for addressing any concerns during the activities/events. Within one week of bid day, the chapter will submit a reflection detailing the day’s

events/activities, successes, and challenges to Pierce Greek Life Center staff and the Director of Harm Reduction for Alpha Chi Omega.

While the sorority's interim suspension will be lifted effective today, please be advised that the sanctions and stipulations listed in the June 21, 2024 decision letter remain in effect, in addition to those listed above.

***Failure to complete these stipulations by the timeline may result in further judicial action for Alpha Chi Omega.***

Thank you again for taking the time to meet with Kristen Lemaster in the Informal Conference. We hope that the outcome of the investigation will contribute to the success of the Gamma Nu chapter of Alpha Chi Omega at San Diego State University.

Respectfully,



**Caryl Montero-Adams**  
Interim Dean of Students

cc:

Dr. Randy Timm, Senior Associate Vice President, Division of Student Affairs and Campus Diversity

Kristen Lemaster, Director, Pierce Greek Life Center

Dr. Lee Mintz, Executive Director, Center for Student Rights & Responsibilities and Deputy Title IX Coordinator & DHR Administrator

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