

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

January 23, 2025

This is an official document.
ALPHA PHI: DECISION LETTER

Thank you for meeting with Kristen Lemaster via Zoom on January 14, 2025 to discuss the alleged policy violations of the Student Organization Code of Conduct for Alpha Phi resulting from reported incidents in the Fall 2024 semester. During the meeting, Kristen outlined the process and findings of Alpha Phi's investigation.

The investigation found Alpha Phi chapter officers were aware of two alcohol-related incidents involving new members, but did not report the incidents to the university at the time of the incident or enact the university's Good Samaritan policy. It was also identified that Alpha Phi chapter members were unclear on university and organizational policies related to hazing prevention, and Alpha Phi chapter members, including peer mentors known as bid day buddies, had participated in social hazing-related behaviors in the Fall 2024 semester.

Decision

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

***20-1: Hazing or conspiracy to haze.** Joining an officially recognized organization should be a positive experience. New member activities and initiation rituals should focus upon the positive aspects of both the organization and the individual. Abusive behavior toward, or hazing of, a member of the campus community is forbidden.*

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*

Throughout the investigation, which included interviews of chapter officers, active members, and new members, the preponderance of the evidence did not establish violations of alcohol policy took place in Alpha Phi at that time.

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

Educational Workshops. Alpha Phi is expected to host an educational workshop for all members of the chapter by March 24, 2025. Specifically, the following topics are stipulated with the Probation and must have 90% chapter participation:

- San Diego State University, Alpha Phi, and National Panhellenic Conference policies on hazing prevention, including specific education on identifying coercive environments and implicit forms of hazing through pressure to engage socially
- Reporting resources and expectations for accountability and care at the individual and organizational level

The presentation can be facilitated by professional staff of the university and/or sorority. Chapter leadership is expected to document attendance for the workshop and submit the attendance in a spreadsheet within 48 hours of the workshop. 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 the 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.

Bid Day Review. Alpha Phi 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 30, 2025.

While the sorority's interim suspension will be lifted effective today, please be advised that the sanctions and stipulations listed in the November 25, 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 Phi.

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 Alpha Phi at San Diego State University.

Respectfully,



Caryl Montero-Adams
Interim Dean of Students

cc:
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