



**SAN DIEGO STATE
UNIVERSITY**

**Student Life & Leadership
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This is a confidential document.

PI BETA PHI FRATERNITY FOR WOMEN DECISION LETTER

Thank you for meeting with Caryl Montero-Adams and Jordan Lewton on April 6, 2016 to discuss the alleged Hazing policy violations that took place on November 14, 2015 at the Pi Beta Phi chapter facility. During our meeting, Caryl Montero-Adams outlined the process and findings of Fraternity & Sorority Life's investigation.

Throughout the investigation, which included interviews of 26 new, active and executive board members, it was found that the new members were confined to the facility's bedrooms in groups ranging from six to nine new members for approximately eight hours, with an estimated time frame of 7:30am-3:30pm. It was found that shortly after arriving to the house, the new members were ushered upstairs where they found a Post-It note on a bedroom door with their name on it, identifying their assigned room. The new members then waited in the rooms until they were escorted downstairs to the Chapter Room for initiation. With the exception of legacies, two members were initiated at a time and the process of escorting the members to and from the bedrooms and the performing the ritual took approximately 10-15 minutes. Once a new member was initiated, they were escorted back upstairs and placed in a new bedroom. Legacies were permitted to leave with their mom, grandmother, and/or aunt after they were initiated. Once all 80+ new members were initiated, the women met with the former president, who explained the ritual. Following their brief meeting with the former president, the new members were escorted downstairs for a celebration.

While the new members were in the bedrooms, there were expectations that they remain quiet, that they ask to use the restroom and that they refrain from flushing the toilet. It was also found that cell phones were collected and that the new members were not allowed to do homework. Purses and other belongings were placed in the hallway, but the new members could have access to their snacks, water bottles, sweaters and jackets.

The experiences of the new members also varied based on the bedrooms they were placed in. Some new members had access to sitting on beds, while other groups did not. Some rooms had blankets for the new members to use, while others did not. Some live-in active members had placed an assortment of snacks and water in the rooms, while others did not. The level of access to beds, blankets, food and water impacted the experience

Based on the information gathered during the investigation, I have found Pi Beta Phi to be in violation of the Hazing policy. It should be noted that hazing was found in the practice of

As a result of Hazing policy violation, Pi Beta Phi is sanctioned to Probation effective immediately and ending on June 1, 2017. In addition to Probation, Pi Beta Phi must complete the following stipulations:

- During the term of the probation, Pi Beta Phi must work with their AACs, Chapter Support Officer, and Headquarters, as well as Fraternity & Sorority Life Staff to evaluate and redesign initiation day for both large and small new member classes. A new process should be approved by Pi Beta Phi Fraternity for Women Headquarters and Fraternity & Sorority Life Staff (Caryl Montero-Adams) at least one month prior to the date of initiation during the Fall 2016 and Spring 2017 terms.
- Pi Beta Phi must host two hazing prevention workshops at least one month prior to the Fall 2016 initiation. The workshops should be planned in consultation with and approved by the AAC and Fraternity & Sorority Life staff. The first workshop must have 95% of active members in attendance and the second workshop must have 95% of new members in attendance.
- Pi Beta Phi will discuss the decision letter, sanctions and stipulations with all members during a weekly meeting with an AAC or Chapter Support Officer present. The chapter has the option to invite Fraternity & Sorority Life Staff to discuss the investigation and answer questions from the chapter.
- During the term of the probation, the Pi Beta Phi President will schedule and attend monthly meetings with Caryl Montero-Adams to discuss the chapter and progress on the stipulations. As appropriate, AAC or the Chapter Support Officer may be invited to these meetings.

Failure to complete these sanctions may result in immediate Interim Suspension.

Thank you again for taking the time to meet with Caryl Montero-Adams and Jordan Lewton in the informal conference. We hope that the outcome of the incidents and the imposed sanctions will contribute to the success of Pi Beta Phi at San Diego State University.



Dr. Randy Timm
Dean of Student

CC:

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