



**SAN DIEGO STATE
UNIVERSITY**

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

ALPHA KAPPA ALPHA SORORITY, INCORPORATED DECISION LETTER

Thank you for meeting with Caryl Montero-Adams on May 26, 2016 for the Informal Conference to discuss the alleged violations of the Hazing, Harassment and Abusive Behavior, Group Violence and Alcohol policies that took place during the Spring 2016 semester and after the Membership Intake Process of the 2014-15 academic year. During the meeting, Caryl Montero-Adams outlined the process and findings of Student Life & Leadership's investigation.

Throughout the investigation, which included reports from campus partners, communication with Alpha Kappa Alpha Sorority, Inc. Graduate Advisors and members, investigative interviews, photos and video, it was found that Alpha Kappa Alpha Sorority, Inc. was involved in several incidents with underlying interpersonal conflict.

Harassment & Abusive Behavior and Group Violence

During the course of the investigation, a recurring theme was the level of interpersonal conflict between the organization members that escalated into physical altercations or threatening behavior on three occasions. The first incident occurred on March 25, 2016 at an off-campus apartment complex. During an event hosted by NPHC fraternities, there was a fight that took place between members of the sorority. During the course of the investigation, video evidence of the altercation, which was circulated on social media, was reviewed and participation was confirmed in investigative interviews.

The second incident took place on April 15, 2016 at an event hosted in downtown San Diego by Kappa Alpha Psi Fraternity, Incorporated. During the event, a member of the sorority was involved in a physical altercation with the cousin of an active member of the sorority. This altercation led into the third incident, which took place during the early morning hours of April 16, 2016. Members of the sorority who were not present during the event downtown arrived at the residence of several Kappa Alpha Psi Fraternity, Inc. members. It was reported that Alpha Kappa Alpha Sorority, Inc. members were looking for and threatening the sorority member that they had previously engaged in the first physical altercation and who had been in the second altercation that evening. It was reported that members of the fraternity had to intervene so that a third physical altercation did not occur.

Hazing

Throughout the course of the investigation, it was consistent by all members interviewed that there were no hazing behaviors that occurred during the formal Membership Intake Process. However, it was reported that at least two members of the organization participated in post-pledging hazing initiated by alumnae of the Mu Iota chapter of Alpha

Kappa Alpha Sorority, Inc. Specifically, two undergraduate members described post-pledging practices that included servitude, degradation and physical exercises. The post-pledging was described as occurring in the Los Angeles area and facilitated by alumnae.

Investigation: Alpha Kappa Alpha Sorority, Incorporated

Caryl Montero-Adams was interviewed by the Far Western Region's Investigative Team on October 1, 2016. During that meeting, Caryl Montero-Adams presented the slideshow that had been reviewed during the Informal Conference on May 26, 2016. The slideshow outlined the investigative process, documentation, alleged policy violations and key findings. In February 2017, Caryl Montero-Adams received Alpha Kappa Alpha Sorority, Inc. suspension notices for individual members of the organization. However, there was no documentation that the sorority as an organization was found responsible for violations of Alpha Kappa Alpha Sorority, Incorporated's Bylaws or Soror Code of Ethics. To this end, we believe that it is important to recognize that while individual misconduct was pervasive throughout the organization, interpersonal conflict within the sorority transitioned into behavior that constitutes organizational policy violations.

Decision

Based on the information gathered during the investigation, I have found Alpha Kappa Alpha Sorority, Inc. to be in violation of the Hazing, Harassment & Abusive Behavior and Group Violence policies. I have found Alpha Kappa Alpha Sorority, Inc. not responsible for the Alcoholic Beverages at Events Off-Campus alleged violation.

As a result of Hazing, Harassment & Abusive Behavior and Group Violence policy violations, Alpha Kappa Alpha Sorority, Inc. is sanctioned to Suspension. The earliest date that planning conversations regarding Alpha Kappa Alpha Sorority, Incorporated's reactivation can begin is January 31, 2018 for a Fall 2018 reactivation.

In addition to the sanction of Suspension, Alpha Kappa Alpha Sorority, Inc. must complete the following stipulations prior to and during the reactivation process:

Reactivation

- Prior to University's approval for reactivation, Alpha Kappa Alpha Sorority, Inc. Graduate Advisors and the Far Western Regional Director will meet with Student Life & Leadership staff to discuss timeline, Alpha Kappa Alpha Sorority, Incorporated's process and University process. To mitigate travel, this meeting can be convened using Skype or other electronic conferencing technologies. This meeting should occur at least six months prior to the desired reactivation and should be initiated by the Far Western Region Director of Alpha Kappa Alpha Sorority, Inc.
- After the meeting and similar to letters sent during other fraternity/sorority establishment efforts, the University will issue a formal invitation letter to Alpha Kappa Alpha Sorority, Inc. This letter will outline expectations discussed during the previous meeting, including the Membership Intake Process, the Recognized Student Organization process, and expectations around Greek Accreditation and membership.

Membership

- Members of Alpha Kappa Alpha Sorority, Inc. who were active during the 2015-16 academic year and who were found to have participated in the alleged incidents may not engage with the Mu Iota undergraduate chapter during and after the reactivation. If graduated, the individuals may not serve in advisory roles and may not have contact with undergraduate members.

Advisors

- Faculty/Staff and Graduate Advisors and alumnae of the organization who were named as part of the incidents may not engage with interests, the Membership Intake Process, or the active Mu Iota undergraduate chapter.
- Once the formal invitation for reactivation is sent to Alpha Kappa Alpha Sorority, Inc., the Graduate Advisors should begin to attend monthly advisor meetings hosted by Student Life & Leadership staff. Additionally, Graduate Advisors are expected to attend trainings facilitated by Student Life & Leadership staff as they are espoused.
- The Graduate Advisors should meet with Student Life & Leadership staff monthly to discuss the Mu Iota undergraduate chapter during the first academic year of the reactivation process.

Failure to complete these sanctions may result in the delayed or canceled reactivation of Alpha Kappa Alpha Sorority, Inc. at San Diego State University.

Thank you again for taking the time to meet with Caryl Montero-Adams in the informal conference and during the investigative interview. We hope that the outcome of the incidents and the imposed sanctions will ultimately contribute to the reactivation and success of Alpha Kappa Alpha Sorority, Inc. at San Diego State University.



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Dean of Students

CC:

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