



SAN DIEGO STATE UNIVERSITY

Student Life & Leadership
Division of Student Affairs

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Aztec Student Union
5500 Campanile Drive, MC 7440
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November 3, 2014

This is a confidential document.

SIGMA ALPHA EPSILON FRATERNITY DECISION LETTER

Thank you for meeting with Jordan Lewton and me on September 29, 2014 to discuss the alleged policy violations that took place during the week of August 18, 2014 with Sigma Alpha Epsilon Fraternity. During our meeting, you informed us that SAE did not have a social event during the week of August 18, 2014 where alcohol was present. You also stated that a member of your chapter purchased a goat, the goat was temporarily located at the SAE chapter house and after the goat was removed, it was returned to a farm where it had originated. You stated that the goat was not intended for amusement, rather purchased as a pet.

Based on the information gathered during the investigation, including the informal conference and photos posted to social media, I have found Sigma Alpha Epsilon to be in violation of the Animals policy. Based on the preponderance of evidence, it is my belief that it is more likely than not that the goat was brought to the fraternity for amusement.

As a result of the Animals policy violation, Sigma Alpha Epsilon is sanctioned to 8 weeks of probation, effective August 18, 2014. Additionally, Sigma Alpha Epsilon must plan and implement a risk management seminar with 90% of chapter members in attendance that focuses on the intent versus the impact of chapter activities. The planning of this seminar should include advising and approval from SDSU Greek Life staff (Jordan Lewton, me). This seminar must be held by February 1, 2015. **Failure to complete these sanctions may result in immediate Interim Suspension.**

At this time, there is no further action that needs to be taken regarding the alleged alcohol violations that were investigated in this meeting.

Thank you again for taking the time to meet with us in the informal conference. We hope that the outcome of the incidents and the imposed sanctions will contribute to the success of Sigma Alpha Epsilon at San Diego State University.

CC:

Christy Samarkos, Associate Vice President, Student Affairs
Randall Timm, Director, Student Life and Leadership
Jordan Lewton, Student Life Advisor, Fraternity and Sorority Life
Richard Troncone, Advisor, Sigma Alpha Epsilon Fraternity
Stephanie Waits, Faculty/Staff Advisor
Marc Hess, President, Interfraternity Council President
Marshall Conrad, Interfraternity Council Judicial Director

THE CALIFORNIA STATE UNIVERSITY



SAN DIEGO STATE UNIVERSITY

Student Life & Leadership
Division of Student Affairs

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Conrad Prebys Aztec Student Union
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December 18, 2014

This is a confidential document.

SIGMA ALPHA EPSILON FRATERNITY DECISION LETTER

Thank you for meeting with Christy Samarkos, Randy Timm, Jordan Lewton and me on December 18, 2014 to discuss the alleged policy violations that took place during the Fall 2014 semester with Sigma Alpha Epsilon Fraternity. During our meeting, we discussed alleged policy violations including Health and Safety, Harassment and Abusive Behavior, Alcohol and Illegal Drugs. During our conversation and in writing, you provided us with information about each of the alleged incidents. You confirmed that there were Sigma Alpha Epsilon related events that took place on October 11, 2014 and October 24, 2014. Additionally, you described the risk management of each of these events. In addition to discussing the alleged incidents, we discussed University concerns including the culture and climate of the chapter at SDSU.

Based on the information gathered during the investigation, including the informal conference and information provided by the chapter, I have found Sigma Alpha Epsilon to be in violation of the Health and Safety and Alcohol policies.

As a result of the Health and Safety and Alcohol policy violations, Sigma Alpha Epsilon is sanctioned to probation, effective immediately and through August 15, 2015. Additionally, Sigma Alpha Epsilon is to complete the following educational stipulations, some of which were suggested by the chapter during the informal conference. Those suggested by the chapter are signified with an asterisk (*). **Failure to complete these sanctions may result in immediate Interim Suspension.**

- Sigma Alpha Epsilon will work with Student Life Advisor Jordan Lewton to insure that rosters accurately reflect chapter membership with an initial update to be completed by February 6, 2015
- Sigma Alpha Epsilon will work with Student Life Advisor Jordan Lewton and Assistant Director Caryl Montero-Adams, in consultation with the Sigma Alpha Epsilon national office and local advisors, to develop a recruitment plan to be implemented beginning Fall 2015
- Sigma Alpha Epsilon will host sexual assault trainings in consultation with their national insurance company, Favor Insurance Company, which would be open to the SDSU community before the end of the 2014-15 academic year*
- Sigma Alpha Epsilon will self-impose a probation on social events (using IFC definitions from November 2014) and implement a dry chapter house for the entirety of the Spring 2015 term*
- Sigma Alpha Epsilon will implement two trainings a semester each academic term, where 100 percent of membership will be trained on sexual violence, effective immediately. One of the trainings each semester must be implemented with another chapter (fraternity or sorority) from a council outside of IFC*
- Sigma Alpha Epsilon, in consultation with the Health Promotion Department, will enroll a minimum of four members n FratMANers effective Spring 2015*

- Sigma Alpha Epsilon will create a FratMANers chair position within the chapter so that information can be presented to the chapter from the class*
- Sigma Alpha Epsilon will opt out of Spring Recruitment during the Spring 2015 term*

In addition to the above sanctions, Sigma Alpha Epsilon's SDSU chapter and national office discussed imposing a Membership Review. The Sigma Alpha Epsilon national office also discussed the opportunity to impose an Alumni Commission. San Diego State University enthusiastically supports the implementation of both of these sanctions and would extend assistance throughout these processes.

We also look forward to Sigma Alpha Epsilon's participation in additional programs that will be implemented in the Spring 2015 semester, including Agent of Change and other events related to sexual violence awareness and prevention occurring throughout the term.

Lastly, Sigma Alpha Epsilon will be held to a sanction imposed earlier in the semester regarding the Animals policy violation. As a reminder, this sanction stated that Sigma Alpha Epsilon must plan and implement a risk management seminar with 90% of chapter members in attendance that focuses on the intent versus the impact of chapter activities. The planning of this seminar should include advising and approval from SDSU Greek Life staff (Jordan Lewton, Caryl Montero-Adams). This seminar must be held by February 1, 2015.

Typically, when a chapter is on probation they are unable to participate in some Greek community events. However, Sigma Alpha Epsilon is expressly permitted to participate in Greek Week. Participation in additional Greek-wide activities should be approved three weeks in advance. Requests should be sent to Caryl Montero-Adams, Assistant Director of Student Life and Leadership for Greek Life.

At this time, there is no further action that needs to be taken regarding the alleged illegal drugs or harassment and abusive behavior violations that were investigated in this meeting.

Thank you again for taking the time to meet with us in the informal conference. We hope that the outcome of the incidents and the imposed sanctions will contribute to the success of Sigma Alpha Epsilon at San Diego State University.

CC:

Eric Rivera, Vice President, Student Affairs
Christy Samarkos, Associate Vice President, Student Affairs, Campus Life
Randall Timm, Director, Student Life and Leadership
Jordan Lewton, Student Life Advisor, Fraternity and Sorority Life
Shay Stewart, Regional Director, Sigma Alpha Epsilon Fraternity
Austin Evans, Province Archon, Sigma Alpha Epsilon Fraternity
Richard Troncone, Advisor, Sigma Alpha Epsilon Fraternity
Stephanie Waits, Faculty/Staff Advisor
Marc Hess, President, Interfraternity Council President
Marshall Conrad, Interfraternity Council Judicial Director



SAN DIEGO STATE UNIVERSITY

Student Life & Leadership
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Conrad Prebys Aztec Student Union
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March 17, 2016

This is a confidential document.

SIGMA ALPHA EPSILON FRATERNITY DECISION LETTER

Thank you for meeting with Jordan Lewton and me on February 17, 2016 to discuss the alleged policy violation that took place during the Fall 2015 semester with Sigma Alpha Epsilon Fraternity. During our meeting, we discussed the alleged policy violation, Harassment and Abusive Behavior. During our conversation you confirmed that Sigma Alpha Epsilon hosted a social event at the fraternity house on November 7, 2015. You explained that the event theme was "Career Day." Additionally, you confirmed that a banner with the following statements was hung as a decoration:

"Job Application

Name: *Name of Specific Student*

Position: Pornstar

Skills:

- | | |
|----------------|-------------------|
| ✓ Sits on face | ✓ Fat tits |
| ✓ SAE Groupie | ✓ Cowgirl |
| ✓ 3-ways | ✓ Tight butthole" |

It is important to note that the banner targeted a specific student at San Diego State University, which was discussed in the meeting.

During the meeting, you stated that you removed the banner when you returned from the Pi Beta Phi date dance, which was after the social had begun. In addressing the banner within the chapter, you stated that the organization removed the Social Chair, _____, from his role. Additionally, you provided the name of the individual, _____, who allegedly created the banner. I recognize and appreciate that the fraternity has taken steps to hold individuals accountable for the incident.

However, because the banner was hung for an ambiguous amount of time where members of Sigma Alpha Epsilon had the opportunity to remove it, the scope of the incident is beyond individual accountability. Members of the chapter were exposed to the banner and chose to keep it hung on a wall in a high-traffic area of the house. Therefore, in addition to Frame's alleged involvement in the creation of the banner, the fraternity is complicit. The responsibility of addressing sexual harassment in Sigma Alpha Epsilon cannot exclusively fall on the president.

Based on the information gathered during the investigation, including the informal conference and investigative interviews, I have found Sigma Alpha Epsilon to be in violation of the Harassment and Abusive Behavior policy.

As a result of the Harassment and Abusive Behavior policy violations, Sigma Alpha Epsilon is sanctioned to probation, effective immediately and through November 7, 2016. Additionally, Sigma Alpha Epsilon is to complete the following educational stipulations:

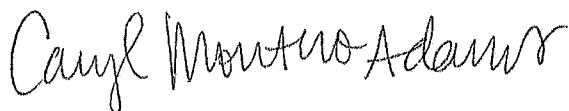
- Sigma Alpha Epsilon will work with Student Life Advisor Jordan Lewton and Assistant Director Caryl Montero-Adams in identifying a Faculty/Staff Advisor by April 1, 2016.
- Sigma Alpha Epsilon will work with Student Life Advisor Jordan Lewton and Assistant Director Caryl Montero-Adams, in consultation with the Sigma Alpha Epsilon national office and local advisors, to identify best practices around risk reduction and develop a risk management plan template for the chapter to institutionalize. A draft of the risk management plan is due on May 1, 2016 and the final template is due on September 30, 2016.
- Sigma Alpha Epsilon will host a program discussing sexual harassment and the objectification of women during both the Spring 2016 and Fall 2016 terms. The deadlines are May 1, 2016 and October 15, 2016 respectively. It is the expectation that Sigma Alpha Epsilon consults with San Diego State University staff in the conception and implementation of the programs and that Caryl Montero-Adams advises on the events. 90% of members must be in attendance at both programs.
- Sigma Alpha Epsilon will not have any social events with alcohol during the term of the probation.

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

Typically, when a chapter is on probation they are unable to participate in some Greek community events. Participation in Greek-wide activities should be approved three weeks in advance. Requests should be sent to Caryl Montero-Adams, Assistant Director of Student Life and Leadership for Fraternity & Sorority Life.

Thank you again for taking the time to meet with us in the informal conference. We hope that the outcome of the incidents and the imposed sanctions will contribute to the success of Sigma Alpha Epsilon at San Diego State University.

Respectfully,



Caryl Montero-Adams

CC:

Christy Samarkos, Associate Vice President, Student Affairs, Campus Life

Dr. Randy Timm, Dean of Students

Jordan Lewton, Student Life Advisor, Fraternity & Sorority Life

Richard Troncone, Advisor, Sigma Alpha Epsilon Fraternity

Blake King, President, Interfraternity Council President

Jacob Grant, Interfraternity Council Judicial Director



**SAN DIEGO STATE
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Dean of Students
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Student Life & Leadership Office
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San Diego, CA 92182

April 30, 2016

This is a confidential document.

SIGMA ALPHA EPSILON FRATERNITY APPEAL DECISION LETTER

Thank you for submitting an appeal letter to Student Life & Leadership regarding the sanctions and stipulations that were imposed on the fraternity after Sigma Alpha Epsilon was found responsible for violating the Harassment and Abusive Behavior policy. After reviewing the appeal, I have modified the sanction that was imposed.

Initially, Sigma Alpha Epsilon was placed on probation until November 7, 2016. At this time, the term of the probation is reduced with the probation concluding on August 1, 2016. Although the term of the probation has been reduced, the educational stipulations applied in the decision still remain. If there are questions regarding those stipulations, I am available to meet on Friday, May 6 at 3:00 PM.

Thank you for submitting an appeal. I hope that the outcome of the incident, the sanctions and stipulations will assist the fraternity in addressing future similar situations.

Respectfully,

Dr. Randy Timm
Dean of Students

CC: Christy Samarkos, Associate Vice President of Student Affairs for Campus Life
Caryl Montero-Adams, Assistant Director, Student Life & Leadership
Jordan Lewton, Student Life Advisor, Fraternity & Sorority Life
Richard Troncone, Alumnus, Sigma Alpha Epsilon Fraternity
Bill Marckwardt, Advisor, Sigma Alpha Epsilon Fraternity
Gary Martin, Advisor, Sigma Alpha Epsilon Fraternity
Timothy Sirota, Regional Director, Sigma Alpha Epsilon Fraternity
Former President, Sigma Alpha Epsilon Fraternity
Scott Semel, President, Interfraternity Council President
Kevin Sargent, Interfraternity Council Judicial Director



SAN DIEGO STATE UNIVERSITY

Student Life & Leadership
Division of Student Affairs

Dr. Randy Timm, Dean of Students
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Conrad Prebys Aztec Student Union
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San Diego, CA 92182

August 27, 2018

This is a confidential document.

SIGMA ALPHA EPSILON FRATERNITY DECISION LETTER

Thank you for meeting with Caryl Montero-Adams, Assistant Director of Student Life & Leadership for Fraternity & Sorority Life, on July 16, 2018. In the Informal Conference, allegations of policy violations were discussed. Specifically, the group discussed a reported social event that occurred on February 16, 2018. The initial event led to the Interim Suspension of the chapter on April 2, 2018. In addition to discussing the initial reports during the Informal Conference, the group discussed an additional report that emerged during the course of the investigation, specifically a social event with alcohol that occurred on June 9. The reports resulted in allegations of the Alcohol, Hazing, Noise, and Failure to Comply policies.

During the conversation, President [REDACTED], Vice President [REDACTED], and Advisor Bill Marckwardt represented the fraternity. Student Life Advisor for Fraternity & Sorority Life, Matthew Garcia was present along with representatives from the Interfraternity Council including Executive Vice President Noah Siegel, and Vice President for Judicial Affairs, Alexander Franks. In addition to the reported incidents, the group discussed the status of the chapter.

Review of Chapter Status

During the Informal Conference, Caryl Montero-Adams reviewed the University status of Sigma Alpha Epsilon, which was Interim Suspension with the University.

Review of Alleged Policy Violations

During the Informal Conference, a review of the initial incident reports occurred, along with information found during the course of the investigation. The specific alleged policy violations were discussed in detail:

Alcohol & Hazing Policy Allegations

During the Informal Conference, the group reviewed an incident report from February 2018 that outlined a student who was transported from the residence halls. Reportedly, the witnesses indicated that the individual transported was "rushing SAE and Friday night was "bid night." The group processed that alcohol involved in new member events (ex. Bid Night) would constitute hazing. The group discussed that in conducting investigative meetings and conferring with the Center for Student Rights & Responsibilities, there was no additional link established between the fraternity and the transported student.



SAN DIEGO STATE UNIVERSITY

Student Life & Leadership

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Noise & Alcohol Policy Allegation

During the course of the investigation, an incident reportedly occurred on June 9, 2018 at the chapter facility. During the Informal Conference, the group discussed a police report that detailed San Diego State University Police Department responding to another call in Greek Circle. While on the call, the police heard music and people at the Sigma Alpha Epsilon house and made contact with the fraternity. During the contact and in the Informal Conference, Vice President [redacted] stated that individuals, members and guests, who were 21+ had been drinking. The type of alcohol was unknown to Vice President [redacted] and the police. It should be noted that although contact was made, a noise complaint had not been received. Based on the information provided during the investigation, the incident is not a clear violation of the alcohol or noise policies of Student Organization Code of Conduct. **However, this letter should serve as a formal referral to the Interfraternity Council so that the IFC can address the violation of the Social Moratorium imposed by the council.**

Failure to Comply Allegation

During the Informal Conference, the group discussed that if the chapter hosted an event with alcohol during the course of the Interim Suspension, it would mean that the fraternity failed to comply with previously assigned sanctions. This prompted a dialogue around the constitution of an "event" and the types of socials fraternities hosts. It was founded that due to the reported amount of people (approximately 30), that both members and guests were present, and that alcohol was present, that the incident on June 9 constituted an event with alcohol. Therefore, the chapter violated the Failure to Comply policy of the Student Organization Code of Conduct.

Discussion

During the Informal Conference, Sigma Alpha Epsilon, the Interfraternity Council and Fraternity & Sorority Life staff engaged in dialogue around risk management and reporting responsibilities of the community. The group discussed the Fraternity & Sorority Life Reporting Protocol and outlined reasons for implementing the protocol.

Decision

Based on the information gathered during the investigation, including reports, investigative interviews and discussion during the informal conference, I have found Sigma Alpha Epsilon to be in violation of the Failure to Comply policy.

b(16) Failure to Comply. *Failure to comply with the directions of interference with any University official or any public safety officer while acting in the performance of their duties.*

As a result of the Failure to Comply policy violation, Sigma Alpha Epsilon is sanctioned to **Formal Warning**. There is no further action that must be taken at this time.

Although not a founded violation of the University's alcohol policy, it should be noted that the fraternity admitted to having alcohol at the chapter facility where members and guests were socializing during the IFC Social Moratorium. The member's actions to disregard the social moratorium is a concern for the culture of the chapter. It is recommended that the chapter review the internal accountability measures (ex. Standards/Judicial Board) and reinforce that all members are responsible for the collective.



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

Respectfully,

Dr. Randy Timm
Dean of Students

cc:
Christy Samarkos, Associate Vice President for Student Affairs
Caryl Montero-Adams, Assistant Director, Student Life & Leadership for Fraternity & Sorority Life
Matthew Garcia, Student Life Advisor for Fraternity & Sorority Life, Student Life & Leadership
Dick Troncone, Sigma Alpha Epsilon Fraternity
Bill Marckwardt, Alumnus Advisor, Sigma Alpha Epsilon Fraternity
Don Harrington, Faculty/Staff Advisor, Sigma Alpha Epsilon Fraternity
Jacob Mahony, President, Interfraternity Council
Alexander Franks, Vice President Judicial Affairs, Interfraternity Council



**SAN DIEGO STATE
UNIVERSITY**

**Student Life & Leadership
Division of Student Affairs**

**Caryl Montero-Adams, Director
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San Diego, CA 92182**

October 4, 2019

This is a confidential document.

SIGMA ALPHA EPSILON FRATERNITY: NOTICE OF INTERIM SUSPENSION

The University is investigating recent reports of:

Allegations of Alcohol and Healthy and Safety policy violations within Sigma Alpha Epsilon Fraternity at San Diego State University.

It has been reported that Sigma Alpha Epsilon has participated in behavior necessitating the University to take immediate action for the safety of members and the campus community. Reportedly, Sigma Alpha Epsilon hosted a social event on October 2, 2019 that resulted in a transport of a student following the event.

Given the seriousness of the matter, I am placing Sigma Alpha Epsilon on **immediate interim suspension** pending the outcome of a University investigation. Once information is available from this investigation, the Assistant Director of Student Life & Leadership will make a recommendation to me regarding the continued campus recognition status for Sigma Alpha Epsilon. The interim suspension is in effect immediately with an outcome or update of the investigation to be given on or around Friday, November 22, 2019.

While on Interim Suspension, the chapter is expected to cease all social activities, and any other activity with alcohol, including events between active members and alumni where alumni are consuming alcohol. The chapter may participate in alcohol and other drug-free events that are chapter management, wellness, brotherhood, philanthropic, and leadership in nature.

During the interim suspension, all chapter-related activities must be completely **alcohol and drug free**. Any violation will result in more severe sanctions. No chapter members may host or participate in any chapter-related function where alcoholic beverages are present, regardless of location.

All members of Sigma Alpha Epsilon will be expected to fully cooperate with the investigation and review process. Be advised that providing false or misleading information, concealing information, instructing others to provide false information or conceal information, attempting to obstruct the investigation, or **attempting to threaten or intimidate witnesses or others involved in the investigation** will result in judicial referral of all students involved and possible sanctions on the organization.



**SAN DIEGO STATE
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If you have any questions about the interim suspension, the investigation or the review process, please contact Matthew Garcia, Assistant Director of Student Life & Leadership for Fraternity & Sorority Life.

Respectfully,

Caryl Montero-Adams
Director, Student Life & Leadership

cc:

Dr. Randy Timm, Assistant Vice President and Dean of Students, Division of Student Affairs
Matthew Garcia, Assistant Director, Student Life & Leadership for Fraternity & Sorority Life
Bill Marckwardt, Alumnus Advisor, Sigma Alpha Epsilon Fraternity
Don Harrington, Faculty/Staff Advisor, Sigma Alpha Epsilon Fraternity
Steven Plante, President, Interfraternity Council
Lee Abed, Vice President Judicial Affairs, Interfraternity Council