



SAN DIEGO STATE
UNIVERSITY

Student Life & Leadership
Division of Student Affairs

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This is a confidential document.

SIGMA NU FRATERNITY DECISION LETTER

Thank you for meeting with me on December 11, 2017. In the Informal Conference, allegations of policy violations were discussed. Specifically, the group discussed a reported social event that occurred on October 20, 2017, which resulted in alleged violations of the Alcohol policy.

During the conversation, outgoing Commander _____, incoming Commander _____; former Commander _____ and Alumnus Advisor James Stark represented the fraternity. Additionally, Student Life Advisor for Fraternity & Sorority Life Matthew Garcia was present.

During the Informal Conference, the group discussed information that was presented during the course of the investigation. Specifically, the group reviewed the initial incident report from another chapter president following the Fraternity & Sorority Life Reporting Protocol when a member of their organization was transported to the hospital. A second incident report from the Residential Education Office was also discussed.

Following the review of the incident reports, the group discussed details that were founded through admission of the fraternity and in investigative interviews. Specifically, members of the fraternity disclosed that there was a social event on October 20, 2017 held at a satellite house. There were 200-300 people at the event where hard liquor and kegs of beer were present and served. Reportedly, there was a guest list but the list was not followed. Additionally, the fraternity did not implement a process to verify the age of guests. The fraternity had a risk management team comprised of 21 members, all of whom had specific roles.

In addition to reviewing the details of the incident on October 20, 2017, the group discussed a transport of an underage member that occurred in September 2017. Outside of the individual's membership, organizational involvement was not found during the course of the investigation.

Based on the information gathered during the investigation, including reports, investigative interviews and discussion during the informal conference, I have found the Eta Kappa Colony of Sigma Nu Fraternity to be in violation of the Alcohol policy of the Student Organization Code of Conduct.

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



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As a result of the Alcohol policy violation, Sigma Nu Fraternity is sanctioned to **Probation with Stipulations** through **October 20, 2018**.

Any further violations of University policy during the term of the Probation may result in an immediate Interim Suspension. Additional violations will also be communicated with the General Fraternity, which may result in the discontinuation of the reestablishment effort by the General Fraternity. In addition to the Probation, Sigma Nu Fraternity must complete the following stipulations:

University Support for Membership Review

Membership Review. It is the University's understanding that the General Fraternity will be conducting a membership review in January 2018. These efforts of the General Fraternity are supported by San Diego State University. Fraternity & Sorority Life staff will work with the General Fraternity to identify space on campus to conduct membership interviews. If other items are needed in this process, Fraternity & Sorority Life staff will work with the General Fraternity to address further needs.

Chapter Education

Risk Management Policy Workshop. Eta Kappa must participate in a workshop jointly facilitated by General Fraternity staff and Fraternity & Sorority Life staff. The purpose of the workshop is to review University and Fraternity risk management policies. The fraternity must have 90% of members in attendance during the workshop and must be facilitated by February 1, 2018. The fraternity should verify attendance using the Presence platform.

Alcohol Education. In lieu of an alcohol education workshop, the University will recognize the 100% membership participation of AlcoholEdu for Sanctions, which is an online educational module provided by the General Fraternity. The online course should be completed by February 28, 2018. Fraternity & Sorority Life staff will work with the General Fraternity to confirm participation of all members.

Events and Activities

Events with Alcohol. During the term of the Probation, Sigma Nu may not host events with alcohol.

Disclosure

Disclosure. It is expected that all members, new members and potential new members are made aware of the Probation and all stipulations. It is vital to the sustainability of the organization at SDSU that the entire membership understands the outcome of the investigation and expectations of members in this process. Although this will be accomplished for all current members in the Risk Management Workshop, potential new members must also be made aware. To ensure that potential new members are aware of the fraternity's status, it is an expectation that an announcement is made at each Sigma Nu recruitment event by alumni advisor(s) during the Spring 2018 and Fall 2018 semesters.



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Failure to complete these sanctions may result in the interim suspension of Sigma Nu Fraternity.

Lastly, it should be noted that the members interviewed, as well as Commander _____, were transparent and forthcoming during the investigation. The cooperation of the fraternity is acknowledged and appreciated.

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

Respectfully,

Caryl Montero-Adams

Assistant Director, Student Life & Leadership for Fraternity & Sorority Life

cc:

Christy Samarkos, Associate Vice President for Campus Life

Dr. Randy Timm, Dean of Students

Matthew Garcia, Student Life Advisor for Fraternity & Sorority Life

Timothy Braddick, Director of Fraternal Operations, Sigma Nu Fraternity, Inc.

James Stark, Alumnus Advisor, Sigma Nu Fraternity

Steve Nielander, Faculty/Staff Advisor, Sigma Nu Fraternity

Victor Todor, President, Interfraternity Council

Russell Parris, Vice President for Judicial Affairs, Interfraternity Council



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Division of Student Affairs

Dr. Randy Timm
Assistant Vice President & Dean of Students
deanofstudents@sdsu.edu

February 8, 2019

This is a confidential document.

SIGMA NU FRATERNITY DECISION LETTER

Thank you for meeting with Caryl Montero-Adams, Director of Student Life & Leadership, on February 8, 2019 by phone. In the Informal Conference, allegations of policy violations were discussed. Specifically, the group discussed a reported brotherhood event that occurred on Friday, October 5, 2018 where it was alleged that alcohol was consumed by candidates (new and previously involved), and that new candidates were encouraged to drink a mixture of malt and hard liquor. This incident led to the Interim Suspension of the chapter on October 11, 2018. The reports resulted in allegations of the Alcohol, Hazing or Conspiracy to Haze, and Violation of the Student Organization Conduct Procedures policies.

During the conversation, Timothy Braddick, Director of Fraternal Operations represented Sigma Nu. Student Life Advisor for Fraternity & Sorority Life, Matthew Garcia was present along with Graduate Student Affairs Assistant Vanessa Jara, Interfraternity Council President Jacob Mahony, and Interfraternity Council Vice President Judicial Affairs Alexander Franks. In addition to the reported incidents, the group discussed the status of the chapter with the Headquarters and the University.

The group discussed that visiting members of Sigma Nu fraternity (from another chapter) witnessed concerning behavior and contacted Sigma Nu headquarters to address their concerns. Specifically, candidates brought alcohol to the chapter facility in an excessive manner inconsistent with risk management policies and procedures. In addition to violations of fraternity law and University policy, the candidates poured a mixture of hard and malt liquor into a large, plastic bin. New candidates (new members) participated in drinking the mixture, and several of those who drank the mixture became sick. The fraternity did not seek assistance for members who displayed signs of over-intoxication.

The group also discussed that the general fraternity ceased the reestablishment efforts of Eta Kappa in October. As Eta Kappa was establishing at SDSU, the general fraternity took into consideration the founded policy violations from October 2017 along with the new incident. Due to the risk management concerns for the organization, specifically violations of the fraternity's alcohol policies, Eta Kappa was closed. During the Informal Conference, Timothy Braddick further clarified that Eta Kappa was closed due to alcohol violations and that the organization was not found responsible for the general fraternity's hazing policies.

The group discussed that prior to the investigation, the status of the fraternity at the University was Probation with Stipulations through October 20, 2018. In addition to concerns for the incident on October 5, 2018, Eta Kappa violated the sanctions assigned by the University.



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Based on the preponderance of the evidence gathered during the investigation, including reports from Sigma Nu headquarters, photos, video, and the discussion during the informal conference, I have found Sigma Nu to be in violation of the Alcohol, Hazing or Conspiracy to Haze and Violations of the Student Organization Conduct Procedures policies.

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

b(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 of stress, personal degradation, harassment or intimidation of or to any former, current or prospective student of any educational institution.*

b(38)-6 Violation of the Student Organization Conduct Procedures. *Failure to comply with the sanction(s) imposed under a student organization disciplinary proceeding.*

As a result of the Alcohol, Hazing or Conspiracy to Haze, and Violation of the Student Organization Conduct Procedures policy violations, the University supports Sigma Nu Fraternity's decision to cease the reestablishment of Eta Kappa and has revoked the recognition of the fraternity. Sigma Nu is sanctioned to **Suspension** and is not eligible to participate in the Interfraternity Council's expansion selection process until **January 2022**. Once eligible, Sigma Nu will be able to participate in the expansion selection process, apply and potentially interview with the Interfraternity Council. Participating in the IFC Expansion process does not guarantee if or when Sigma Nu will be selected to establish at SDSU.

During the Informal Conference, Timothy Braddick also outlined that no candidate during the reestablishment effort that took place at San Diego State University between 2016-18 will be eligible for membership in Sigma Nu. The University supports this measure.

Thank you again for taking the time to meet with Caryl Montero-Adams in the Informal Conference.

Respectfully,

Dr. Randy Timm

Assistant Vice President and Dean of Students

cc:

Caryl Montero-Adams, Director, Student Life & Leadership

Matthew Garcia, Student Life Advisor for Fraternity & Sorority Life, Student Life & Leadership

Jacob Mahony, President, Interfraternity Council

Alexander Franks, Vice President Judicial Affairs, Interfraternity Council