

Office of the Dean of Students

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July 5, 2024

Lambda Chi Alpha Fraternity
Sent electronically to ethanda@bgsu.edu

PERSONAL AND CONFIDENTIAL

Please print or save a copy for your records.

Regarding Case Number: 2023384301

Dear Chapter President:

An Administrative Hearing was held on June 21, 2024, to resolve alleged Code of Student Conduct policy violations against Lambda Chi Alpha, a fraternity and recognized student organization at BGSU. Upon receiving a report in March 2024, the Office of the Dean of Students began an investigation into whether Lambda Chi Alpha engaged in pre-initiation/initiation activities and participated in St. Patrick's Day parties in a manner that violated the BGSU Code of Student Conduct.

Following the investigation, it was determined there was sufficient justification to proceed with the following four alleged Code of Student Conduct violations:

- **G.2.f.iii.a. Offenses Against Persons - Hazing** Per University Policy 3341-2-49, purposefully, knowingly, recklessly, or negligently hazing any person.
- **G.2.f.iii.b. Offenses Against Persons - Hazing** Per University Policy 3341-2-49, involvement in the planning of hazing and/or being present during hazing.
- **G.4.b.ii. Offenses Disrupting Order or Disregarding Health and Safety - Furnishing Alcohol** Sell, distribute, furnish, produce and/or offer for sale except as expressly permitted by law.
- **G.4.b.iv. Offenses Disrupting Order or Disregarding Health and Safety - Organization Alcohol** Failure of a recognized student organization or student group to take all necessary steps to ensure that no person under the legal drinking age possesses alcoholic beverages at functions it sponsors or within any property or transportation it owns, operates, and/or rents.

After receiving a letter on May 31, 2024, detailing the alleged policy violations, Lambda Chi Alpha **accepted responsibility** for violating sections *G.4.b.ii. Offenses Disrupting Order or Disregarding Health and Safety - Furnishing Alcohol* and *G.4.b.iv. Offenses Disrupting Order or Disregarding Health and Safety - Organization Alcohol*.

Lambda Chi Alpha requested and was provided with a formal hearing to resolve the remaining alleged violations. On July 5, 2024, using the preponderance of the evidence standard, I found the organization **responsible** for violating sections *G.2.f.iii.a. Offenses Against Persons – Hazing* and *G.2.f.iii.b. Offenses Against Persons – Hazing*, of the Code of Student Conduct. These findings were supported by, and made after consideration of, all relevant information including the final hearing packet, witness testimony, and the information provided during the June 21, 2024, hearing.

Sanctions

In determining sanctions for these four violations, I considered various factors, including Lambda Chi Alpha's prior conduct history and its impact mitigation statement.

First, in reviewing the organization's compliance with university conduct expectations, it must be noted that in July 2022, the organization was placed on a deferred suspension status for violating alcohol and hazing sections of BGSU's Code of Student Conduct. The chapter has yet to be removed from its deferred suspension status.

Lambda Chi Alpha's July 1, 2022, determination/sanction letter, specifically stated that "[n]o further policy violations can occur while on deferred suspension" and that "[i]f the chapter failed to complete any sanction by the deadline or is found in violation of any BGSU policy the organization will be suspended." Despite the university mandating education and accountability measures to address the seriousness of hazing, the organization is now found to have engaged in similar prohibited conduct, which occurred while on deferred suspension status. In fact, a sanction of suspension would be warranted based on Lambda Chi Alpha's acceptance of responsibility for violating sections *G.4.b.ii. Offenses Disrupting Order or Disregarding Health and Safety - Furnishing Alcohol* and *G.4.b.iv. Offenses Disrupting Order or Disregarding Health and Safety - Organization Alcohol*, alone.

Next, in reviewing Lambda Chi Alpha's impact mitigation statement, it does not appear that the chapter truly appreciates the seriousness of its continued actions. Lambda Chi Alpha has suggested that it will review all pre-initiation events, will discontinue problematic traditions, and educate their members on the significance of "zeta" numbers. These are actions which should have occurred following the July 2022 finding of responsibility as Lambda Chi Alpha's national headquarters required that the chapter "conduct a review of their Fraternity Education Process, Pre-Initiation Plan, and Recruitment Plan." Similarly, Bowling Green State University required that the chapter conduct an associate member education audit of activities to identify events that the chapter wants to keep and discard. That plan was to be approved by the Office of Fraternity and Sorority Life prior to the chapter beginning their associate member process for fall 2022. However, none of the traditions which were found to have violated BGSU policies, nor the use of the "zeta" number, were identified in the plan or in any other documentation submitted to the Office of Fraternity & Sorority Life by Lambda Chi Alpha through the spring 2024 semester. This continued omission shows that this chapter is unable to seriously evaluate its own activities, including its associate member process.

As a result of being found responsible and/or accepting responsibility for the above-listed policy violations, and given the potential for significant harm to the health and safety to the BGSU community, I am implementing the following sanctions effective immediately:

The Lambda Chi Alpha chapter at BGSU is **suspended** as a recognized student organization and is prohibited from recognition on the Bowling Green or Firelands campuses for a period of two years, subject to the requirements identified below. The earliest the chapter will be eligible to petition the university for recognition as a student organization is the summer 2026 semester. This sanction of suspension will be permanently noted on the organization's disciplinary record.

Further, in alignment with recent practice for fraternal organizations receiving suspensions at BGSU, as a condition of reinstating recognition, no current members, current chapter advisor(s), nor the current chapter advisory board members may be affiliated with the Lambda Chi Alpha chapter at BGSU upon the return of the chapter.

Having lost its recognized status as a student organization at BGSU, Lambda Chi Alpha Fraternity must forfeit its assigned townhouse within the Greek Village. The Office of Student Housing will provide more information concerning this process, relocation options for the members assigned to live in the facility during the 2024-2025 academic year, and the timeline in which the items belonging to the chapter must be removed from the facility, which shall occur as soon as possible.

BGSU reserves the right to alter the sanctions at any time during the suspension period upon receipt of additional relevant facts. Should the organization be approved to return to BGSU after this suspension, it will be placed on University Conduct Probation for one academic year.

Prior to petitioning for reinstatement as a recognized student organization, the following must be implemented and/or committed to occurring:

- The local chapter's charter must be suspended/revoked throughout its suspension period and until university recognition is reinstated. Otherwise, the two-year suspension timeline will not begin until the organization's charter has been suspended/revoked.
- The organization must create a chapter advisory board with a minimum of four (4) active members – one of which must be a BGSU faculty or staff member. Advisory board members must be designated to work with the chapter president/executive officers, recruitment process, new member education, as well as risk management, and chapter standards/accountability operations.
- All advisory board members must be approved by the Lambda Chi Alpha international headquarters, be on file with the BGSU Office of Fraternity and Sorority Life, and members must complete all fraternity and university mandated chapter advisor training(s).
- The organization must have a functioning Standards/Accountability Board that has been trained by the Lambda Chi Alpha international headquarters and the Office of the Dean of Students. The organization will need to send weekly accountability reports to Lambda Chi Alpha headquarters concerning any member misconduct that occurs during the first year the organization is again

recognized by the university.

Appeal:

You have the right to appeal the outcome and sanctions related to your finding or responsibility for sections *G.2.f.iii.a. Offenses Against Persons – Hazing* and *G.2.f.iii.b. Offenses Against Persons – Hazing*, within five (5) business days. However, as you accepted responsibility for violating sections *G.4.b.ii. Offenses Disrupting Order or Disregarding Health and Safety - Furnishing Alcohol* and *G.4.b.iv. Offenses Disrupting Order or Disregarding Health and Safety - Organization Alcohol*, you may only appeal the sanction for these violations.

Sanctions are effective immediately. Upon submission of appeal, the sanctions will be held in abeyance until the appeal process has been exhausted. Should you choose to exercise this right, you must submit the appeal via the [Appeal Form](#) no later than 5:00 p.m. on July 12, 2024. Ben Batey, Chief Well-Being Officer /Hazing Prevention Coordinator will review your appeal and issue a final outcome.

If you have any questions, or if the information in this letter is not completely clear, please contact the Office of the Dean of Students at (419) 372-2843.

Sincerely,

A handwritten signature in black ink, appearing to read "Dr. Blaze Campbell-Jacobs". The signature is fluid and cursive, with a long horizontal stroke extending to the right.

Dr. Blaze Campbell-Jacobs
Assistant Dean of Students for Student Conduct and Conflict Resolution

CC: Stacey Allan, Associate Director, Student Engagement
Zach Rogers, Health and Wellness Manager, Lambda Chi Alpha Fraternity
Mark Vinciguerra, Chapter Advisor