

**Office of the Dean of Students
Division of Student Affairs and Campus Diversity**

Monday, April 28, 2025

This is an official document.
SIGMA NU: DECISION LETTER

Thank you for meeting with me on Tuesday, April 15, 2025 to discuss the alleged policy violations of the Student Organization Code of Conduct for Sigma Nu resulting from reported incidents in the Spring 2024, Fall 2024, and Spring 2025 semesters. During the meeting, I outlined the process and findings of Sigma Nu's investigation.

As discussed during the Informal Conference, Sigma Nu chapter members confirmed that Sigma Nu violated the terms of establishment by informally recruiting members and participating in philanthropy events as a chapter in Spring 2024. Sigma Nu chapter members indicated the chapter invited new members and non-member guests to an unregistered social event with alcohol off campus in Fall 2024, which resulted in the alcohol transport of an underage student. Sigma Nu chapter members also confirmed the chapter hosted an unregistered event on campus in Spring 2025 involving parents and families, alumni, and new members. Additionally, it was identified that Sigma Nu chapter leaders, including students and advisors, were unclear on university and organizational policies related to event permitting, risk management, and the Good Samaritan and Amnesty policies.

Decision

Based on the information gathered during the investigation, I have found based on a preponderance of evidence that Sigma Nu is in violation of the following Student Organization Code of Conduct policies:

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

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

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

(20-2) Hazing or conspiracy to haze. *Hazing also includes any activity that compels a student to participate in any activity that is unlawful, publicly indecent or contrary to the policies and regulations of the University, or any activity that unreasonably and materially interferes with a student's academic efforts.*

(21) Health and Safety. *Conduct that threatens or endangers the health or safety of any person within or related to the University community, including physical abuse, threats, intimidation, harassment, sexual misconduct, throwing bottles or objects that could result in personal injury, or where three or more members of a student organization engage in group violence or taunt others to engage in violence.*

(32-1) Student Organization Events. *Sponsoring, co-sponsoring or conducting an on-campus event, other than a regular organization business meeting, without the permitting from the Office of the Dean of Students (See event application procedures in Section II of the SDSU Student Organizations Handbook)*

(32-2) Student Organization Events. *Failure to comply with event permitting conditions imposed by the Office of the Dean of Students or other university offices/departments.*

(32-3) Student Organization Events. *Failure to comply with the policies governing student organization events held on campus or funded by the university or a university auxiliary organization.*

As a result of the violations, Sigma Nu is sanctioned to **Probation with Stipulations** through **October 3, 2025**. The stipulations are as follows:

Alumni/Chapter Leadership Retreat. Sigma Nu chapter leadership is expected to work with advisors to clarify organizational policies and shared expectations for event planning, risk management, accountability, and communication. These expectations will be reviewed with chapter members and alumni, including those serving as advisors and/or mentors to chapter members, at the chapter's fall leadership retreat. A draft of the retreat agenda must be submitted to the Pierce Greek Life Center staff no later than July 14, 2025.

IFC Advisors Meeting. Sigma Nu advisors are expected to coordinate a meeting among SDSU IFC chapter advisors to engage in dialogue and build relationships within the Interfraternity Council community prior to the start of the Fall 2025 semester. A draft of the meeting agenda must be submitted to the Pierce Greek Life Center staff no later than August 1, 2025.

Principles Congruent Environments Action Plan. Sigma Nu chapter leadership is expected to submit a revised Principles Congruent Environments Action Plan to the Pierce Greek Life Center and Sigma Nu Director of Health and Safety for review by August 18, 2025. To support the revision of the plan, it is recommended that the Sigma Nu chapter executive board, as well as the Risk Reduction Chairman, meet with Pierce Greek Life Center staff to revise the event management section in particular.

Educational Workshop. Sigma Nu is expected to host an educational workshop for members of the chapter by September 16, 2025. Specifically, the following topics are stipulated with the Probation and must have 90% chapter participation:

- San Diego State University, Sigma Nu, and North American Interfraternity Conference (NIC) social event registration policies and risk management policies, including bystander intervention, hazing prevention, and reporting processes such as the Good Samaritan and Amnesty policies.

The educational workshops can be facilitated by professional staff of the university and/or Sigma Nu headquarters staff, but must be reviewed in advance by a Pierce Greek Life Center staff member prior to facilitation. Chapter leadership is expected to document attendance for the workshops and submit the attendance in a spreadsheet within 48 hours of the workshops. The spreadsheet should include the *last name, first name, SDSU email addresses, and Red IDs of all student participants*, separated in columns. Additionally, the chapter must provide a reflection of each workshop to include: photos, presenter information, the strengths of the workshops and the opportunities for growth. Any chapter members not in attendance must receive the workshop materials in another documented format within 48 hours of the workshop. Evidence of the materials being shared must be shared with Pierce Greek Life Center staff.

Failure to complete these stipulations by the timeline may result in further judicial action for Sigma Nu.

Thank you again for taking the time to meet with me in the Informal Conference. We hope that the outcome of the investigation will contribute to the success of the Eta Kappa chapter of Sigma Nu at San Diego State University.

Respectfully,



Kristen Lemaster

Director, Pierce Greek Life Center

cc:
Caryl Montero-Adams, Interim Dean of Students, Division of Student Affairs and Campus Diversity
Dr. Lee Mintz, Executive Director, Center for Student Rights & Responsibilities and Office for Restorative Practices
Madison Anderson, Student Life Health and Safety Coordinator
Fred Dobry, Director of Health and Safety, Sigma Nu Fraternity
Michael Lay, Associate Director of Risk Reduction, Sigma Nu Fraternity
Kurt Christy, Alumnus Advisor, Sigma Nu
Keith Uchida, Alumnus Advisor, Sigma Nu
Devin Rapp, Faculty/Staff Advisor, Sigma Nu
Jacob Saletta, President, Interfraternity Council
Jonah Rosenthal, Vice President for Judicial Affairs, Interfraternity Council