



**SAN DIEGO STATE  
UNIVERSITY**

**Report from the Presidential Task Force on  
Student Activities and Safety**

## Table of Contents

<b>Executive Summary.....</b>	<b>3</b>
<b>Overview of Committee Meeting Dates and Discussions.....</b>	<b>6</b>
<b>Overview of Judicial Actions.....</b>	<b>9</b>
<b>Recommendations: Social Events and Activities.....</b>	<b>12</b>
<b>Recommendations: Education and Evaluation.....</b>	<b>18</b>
<b>Recommendations: Policy.....</b>	<b>24</b>
<b>Recommendations: Bylaws.....</b>	<b>27</b>
<b>Task Force Membership.....</b>	<b>29</b>
<b>Appendix.....</b>	<b>30</b>

## Executive Summary

The Presidential Task Force on Student Activities and Safety and the Presidential Task Force on Alcohol and Substance Misuse were announced by San Diego State University (SDSU) President Adela de la Torre on November 12, 2019. Their purpose was to examine elements of the student experience in light of nationwide issues related to student alcohol and other drug abuse, as well as other risk factors facing college populations.

The Task Force on Student Activities and Safety was charged with reviewing behaviors, education, policies, processes and procedures of organizations and their members at SDSU, and the role they play in the health, safety, human development and community building of SDSU students. Task force members included students, faculty, staff, alumni, administrators, and members of the community who met regularly beginning in December 2019.

In January 2020 the task force recommended, and President de la Torre approved, three changes for immediate adoption. They were:

- A Good Samaritan Policy to encourage all SDSU Recognized Student Organizations and their members to commit to making the health and safety of the student community a priority.
- A series of guidelines for the Interfraternity Council recruitment and new member education processes.
- An “Organizational Policy and Misconduct” section on the Office of Student Life & Leadership website to increase transparency and ease in finding organizational conduct information.

The task force continued to meet and address its charge while it reviewed issues of crime prevention and brain development in young adults; issues specific to SDSU organizations, conduct and messaging; and state and federal guidelines dealing with privacy and rights of association. Presentations were provided to educate the task force on the amount of educational programming focused on alcohol and other drugs, sexual violence, and hazing that is made available to students. It became clear that while Greek-affiliated organizations receive a great amount of training on these topics, other student organizations do not experience nearly as much. They also reviewed violations of the Student Organization Code of Conduct in the fall 2019 and spring 2020 semesters. While there were investigations into alleged misconduct by several types of Recognized Student Organizations, the evidence presented during the investigations and subsequent adjudication resulted in task force concerns for the behaviors within fraternities and sororities. This report presents the additional recommendations of the task force that reflect information gathered during their meetings and responds to issues members felt needed to be addressed.

These recommendations are intended to clarify rules and expectations, require organizations (which primarily affect Greek-lettered organizations) to use a social calendaring process for off-campus events and strengthen the planning of off-campus events, ensure adequate security and further clarify the penalties associated with hazing. These recommendations apply to all of SDSU’s Recognized Student Organizations but some may have a greater effect on social fraternities and social sororities. These recommendations also address the concerns expressed by members of the SDSU community, including parents/families and the greater College Area community.

Based on the finding that the Greek organizations receive an extensive share of alcohol and other drug education, the task force recommends expanding the reach of alcohol and other drug educational programming provided to reach a broader spectrum of students. A goal of these efforts is to reduce students' concerns about the possible consequences of calling for help to address substance-abuse medical emergencies. These recommendations will increase the advising oversight supporting university policy and state and federal law.

Finally, the recommendations create a means to annually assess and address hazing. Additional recommendations for changes to fraternal organization bylaws would support developing leaders of integrity and values-driven membership.

Highlights of these 16 pages of recommendations, which are described in greater detail beginning on page 12, along with additional proposals, include:

### **Social Events and Activities**

Apply an updated evaluation process for Recognized Student Organizations on the values of SDSU. Organizations that successfully complete this accreditation and evaluation process would enjoy greater rewards based on a scoring method.

Recommend a transparent Judicial Board for the Interfraternity Council to review and address alleged bylaw violations. This body would be empowered to impose penalties and consequences, including fines of \$1,000 for first violations of social calendaring.

Restrict social events to Wednesday through Saturday. Wednesday and Thursday events must end at midnight. Friday and Saturday events must be concluded by 1 a.m. the following day. All events must adhere to City of San Diego noise regulations.

New protocols for on- and off-campus "brotherhood events" such as big brother/little brother "reveals," including a detailed risk-management form and a prohibition on alcohol.

Per-member IFC and Panhellenic fees to finance weekend security and additional Greek Life staffing.

### **Education and Evaluation**

Appoint a permanent Hazing Prevention Task Force composed of students, administrators, staff, faculty, and organization community advisors as an institutional commitment to combat hazing in all student activities.

The Office of Student Life & Leadership will publish scorecards on the status of all SDSU Recognized Student Organizations (RSOs), including fraternities and sororities, identifying the completion of administrative expectations, the RSOs' engagement with the campus community, and the organization members' grade point average and reported service hours.

Consider implementing a full-year university seminar curriculum to focus on academic transition to SDSU while providing important co-curricular education. Some examples include in-class advising, decreasing first-year student anxiety, connecting to campus resources, alcohol and drug misuse prevention, upstander intervention, sexual violence prevention, and hazing prevention.

Detailed expectations for the position and training of risk management officers in each fraternity and sorority.

## **Policy**

Expand SDSU Medical Amnesty Policy to increase student reporting of incidents of sexual violence, alcohol or other drug-related emergencies, and incidents of hazing specific to the student code of conduct. A student reporting an incident of sexual violence or hazing, or who calls for medical assistance at the time of an incident, will not be subject to student conduct charges related to alcohol or other drugs. A student who calls for medical assistance on behalf of someone else will not be subject to student conduct charges related to alcohol or other drugs.

The Presidential Task Force on Alcohol and Substance Misuse, which continues to convene, is expected to release its report and recommendations in July.

## Overview of Committee Meeting Dates and Discussions

**December 18, 2019:** The Presidential Task Force on Student Activities and Safety convened for the first time and task force members were introduced. Feedback from both the campus community and the external community was reviewed. It clearly indicated that the number of student activities with alcohol should be reduced. The task force heard concerns regarding social activities taking place nightly throughout each week. Meanwhile, educational programming supporting the values of the community goes unnoticed.

**January 14, 2020:** Task force members met with President Adela de la Torre to receive the formal committee charge: to present targeted strategies, recommendations, and goals to address the safety of our dynamic student body. Following the initial meeting with President de la Torre, the task force reviewed a series of proposed changes, including:

- Implementing a Good Samaritan Policy: If a Recognized Student Organization seeks appropriate emergency personnel response **and** reports the incident to the university via the Office of Student Life & Leadership at the time of the incident, the university will not assign formal disciplinary sanctions to the reporting Recognized Student Organization(s) for violations of the alcohol or drug policies (of the Student Organization Code of Conduct), which took place during or immediately before the time of the incident;
- Enacting Interfraternity Council recruitment changes including limiting recruitment activities to 9 a.m. to 9 p.m., banning new members and recruited members from activities at satellite houses — residences in which the majority of residents are associated with the same sorority or fraternity — and requiring alumni presence at all recruitment activities; and
- Creating a website presence publicly posting judicial decisions and updates.

During this meeting task force member Rana Sampson presented the Situational Crime Prevention Model that had the potential to reduce the problematic behavior that caused the greatest concern (see Appendix A). This model became the basis for many of discussions and assisted in framing the conversation regarding possible changes. This assisted in the development of countermeasures to address problematic behavior.

**January 24, 2020:** The task force reviewed educational programming by university departments addressing such issues as Alcohol and Other Drug (AOD) usage and sexual violence prevention, as well as programming provided in on-campus residential communities, fraternity and sorority, student organizations, intramural groups, recreational sports and athletics. The members also looked at reports on the frequency of the educational programming, the student populations participating, and evaluated efforts by other universities, including Penn State University, in these areas.

**February 7, 2020:** The task force completed an environmental scan of policies and procedures regarding safety activities. These policies also addressed federal, local and state laws regarding privacy and health information including:

- The Family Educational Rights and Privacy Act — a Federal law that protects the privacy of student education records;
- Health Insurance Portability and Accountability Act — a Federal law which governs how school health services share their data; and
- California Information Practices Act — a California state law that expands upon the constitutional guarantee of privacy by providing limits on the collection, management, and dissemination of personal information by state agencies.

A significant amount of time was dedicated to understanding SDSU, California State University (CSU), and state and federal policies and laws. The committee discussed public safety jurisdiction areas and reviewed CSU policies regarding student organizations and their activities. Understanding the federal and CSU guidelines regarding privacy and right of association issues presented a learning curve for task force members in careers outside of higher education. Many alumni and community task force members were unaware university staff members cannot notify a parent of a student involved in problematic behavior, given the rights of students in the university setting.

Task force members reviewed and discussed several topics, including:

- Student organizations are recognized by the university and receive access to privileges through the association but they are not an entity of, nor controlled by, the university;
- The university does not operate or manage organizational housing; only on-campus activities are approved by university staff members, off-campus activities are not approved; and
- Alumni affiliated with fraternities were surprised by the amount of social activities and parties taking place within the College Area community.

During this meeting SDSU distributed and tasked the group with reading the book recommended by President de la Torre, “The Teenage Brain” by Frances E. Jensen, M.D. The committee greatly appreciated having this important neuroscientific perspective on teen brain development as it is key in understanding and addressing college student behavior (see Appendix B).

**February 28, 2020:** The task force engaged in a lengthy brainstorming session discussing ideas for recommendations. The group placed their initial thoughts into the four crime reduction categories of Risk/Reward and Effort/Excuse, as outlined in the Situational Crime Prevention Model. For each recommendation, the task force applied the reasoning behind one or more of these categories to help find resolution for the issue identified. At this meeting task force member Rachel Gregg announced she was able to work with the San Diego Police Department to begin receiving information regarding social host citations and violations taking place in the SDSU surrounding community. In conjunction with

Dean of Students Randy Timm, a subgroup began reviewing and addressing citations provided to SDSU students living in off-campus apartments and houses in the neighborhoods surrounding SDSU.

**March 9, 2020:** The task force was given a presentation on the various educational programming provided by university departments (see Appendix C). The task force found the programming performed was comprehensive and significant. The conversation included an acknowledgment of the importance and breadth of programming provided, and acknowledged that not all students receive this important educational material. It was found that the programming needs to enhance outcomes-based assessment. We believed this would be important information to discuss with the Presidential Task Force on Alcohol and Substance Misuse.

Following the meeting, the task force divided into subcommittees to further expand on the ideas for recommended changes. The subcommittees also included additional university staff and administrators.



## Overview of Judicial Actions

The Center for Student Rights and Responsibilities investigates and adjudicates alleged policy violations of the Student Code of Conduct (see Appendix D). The Office of Student Life & Leadership investigates and adjudicates alleged violations of the Student Organization Code of Conduct. The two departments collaborate closely on incidents involving alleged violations of both codes. During the fall 2019 term, one organizational investigation resulted in more than 100 students being sanctioned for violations of the Student Code of Conduct and the organization being sanctioned for violations of the Student Organization Code of Conduct (see Appendix E).

### Organizational Investigation Findings and Status Updates

Over the course of the fall 2019 and spring 2020 terms, the Office of Student Life & Leadership facilitated investigations into alleged violations of the Student Organization Code of Conduct involving 16 fraternities and sororities recognized by SDSU. The table below lists the organization, the findings of the investigation, and the sanctions assigned. Sanctions may include expulsion or withdrawal of recognition, suspension, suspension in abeyance, probation or warning. In addition to sanctions, organizations are often assigned stipulations. Stipulations are educational and developmental opportunities that address the specific behaviors, violations and concerns involving the organization. Recognized Student Organizations are required to uphold the assigned sanctions and stipulations assigned by the university.

Fraternity/Sorority	Finding	Sanctions
Delta Upsilon (IFC)	Violations of the Student Organization Code of Conduct policy: <ul style="list-style-type: none"> <li>● Violation of Policies</li> </ul>	Warning with Stipulations
Kappa Sigma (IFC)	Violations of the Student Organization Code of Conduct policy: <ul style="list-style-type: none"> <li>● Aiding and Abetting</li> <li>● Alcohol</li> <li>● Failure to Comply</li> <li>● Hazing or Conspiracy to Haze</li> <li>● Health and Safety</li> <li>● Violations of Policies</li> </ul>	Suspension with Stipulations; eligible to apply for IFC expansion in August 2022
Nu Alpha Kappa (USFC)	Violations of the Student Organization Code of Conduct policies: <ul style="list-style-type: none"> <li>● Alcohol</li> <li>● Hazing or Conspiracy to Haze</li> <li>● Health and Safety</li> </ul>	Probation with Stipulations through September 21, 2020
Phi Delta Theta (IFC)	Violations of the Student Organization Code of Conduct policies: <ul style="list-style-type: none"> <li>● Alcohol</li> </ul>	Probation with Stipulations through December 31, 2020

	<ul style="list-style-type: none"> <li>● Hazing or Conspiracy to Haze</li> <li>● Health and Safety</li> </ul>	
Phi Kappa Psi (IFC)	<p>Violations of the Student Organization Code of Conduct policy:</p> <ul style="list-style-type: none"> <li>● Violation of the Student Organization Conduct Procedures</li> </ul>	Warning with Stipulations
Sigma Alpha Epsilon (IFC)	<p>Violations of the Student Organization Code of Conduct policies:</p> <ul style="list-style-type: none"> <li>● Alcohol</li> <li>● Health and Safety</li> </ul>	Probation with Stipulations through October 2, 2020
Sigma Chi (IFC)	<p>Violations of the Student Organization Code of Conduct policy:</p> <ul style="list-style-type: none"> <li>● Noise</li> </ul>	Warning with Stipulations
Sigma Phi Epsilon (IFC)	<p>Violations of the Student Organization Code of Conduct policies:</p> <ul style="list-style-type: none"> <li>● Alcohol</li> <li>● Health and Safety</li> <li>● Noise</li> <li>● Violation of Policies</li> <li>● Violation of the Student Organization Conduct Procedures</li> </ul>	Suspension with Stipulations until May 2021
Sigma Phi Omega (USFC)	<p>Violations of the Student Organization Code of Conduct policies:</p> <ul style="list-style-type: none"> <li>● Alcohol</li> <li>● Hazing or Conspiracy to Haze</li> <li>● Health and Safety</li> </ul>	Probation with Stipulations
Theta Chi (IFC)	<p>Violations of the Student Organization Code of Conduct policies:</p> <ul style="list-style-type: none"> <li>● Aiding and Abetting</li> <li>● Alcohol</li> <li>● Dishonesty</li> <li>● Failure to Comply</li> <li>● Hazing or Conspiracy to Haze</li> <li>● Health and Safety</li> <li>● Violation of Policies</li> <li>● Violation of Law</li> <li>● Violation of the Student Organization Conduct Procedures</li> </ul>	Suspension with Stipulations; eligible to apply for IFC expansion in August 2023

One fraternity, Phi Gamma Delta, remains under investigation and unrecognized following the Presidential Order issued on November 8, 2019. The organizational investigation reviewing alleged misconduct by Phi Gamma Delta will begin following the completion of the criminal investigation conducted by the San Diego State University Police Department.

Due to behavior reported during the spring 2020 term, the Office of Student Life & Leadership is currently investigating Delta Sigma Phi Fraternity and Pi Kappa Alpha Fraternity for alleged violations of the Student Organization Code of Conduct. Additionally, one sorority governed by the College Panhellenic Association is currently in the organizational appeal process.

## **Recommendations: Social Events and Activities**

The fraternity and sorority community annually participate in the Greek Accreditation program, which evaluates and serves as a “health check” on how fraternity and sorority chapters enact the espoused values of Fraternity & Sorority Life and the expectations of the university. The program provides both structure and autonomy in the educational and engagement opportunities implemented within the chapters in support of the values of the community, which frequently go unnoticed.

But while Greek Accreditation is a formal expectation of the university and is used to identify recognition opportunities, it is not followed up with any ongoing incentives for organizations participating in the program.

The task force recommends that the Greek Accreditation program be enhanced by Fraternity & Sorority Life, while the Interfraternity Council incentivizes the Greek Accreditation program for member organizations through a social calendar and social events quotas, which would expand social opportunities by linking them to positive behavior.

Addressing these issues, this section contains recommendations regarding:

- Greek Accreditation, Social Calendaring, and Social Quota
- Establishing a Fraternity & Sorority Life Advisory Board
- Brotherhood Events Locations
- Big Brother Programs
- Implementing Per member fee for Staffing and Security

**Enhanced Accreditation Program.** The task force recommends that additional standards are developed for fraternities and sororities within the existing Greek Accreditation program. Specifically, the task force recommends that the Fraternity & Sorority Life advisory team update Greek Accreditation with a greater emphasis on risk management, new member education, and community wellness. It is further recommended that unaccredited fraternities and sororities shall be referred to the Student Organization Code of Conduct process and could be further reviewed by the organization’s respective governing council. The task force also recommends that additional standards are woven into the Student Organization Leadership Development (SOLD) program for Recognized Student Organizations and that the results from the SOLD program are incorporated into the proposed scorecard for Recognized Student Organizations.

**Interfraternity Council (IFC) Social Calendaring and Social Quotas.** The Task Force recommends that the IFC develop an incentive-based program rewarding member fraternities with social activities on the basis of how well they perform within the Greek Accreditation program. Additionally, the task force recommends that IFC develop a specific accountability process to manage the social activities of the council. While social activities are a part of the fraternity and sorority experience, they are not the sole purpose or function of these organizations. Creating a social calendar and a corresponding social quota supporting a limited number of social

activities is needed. This recommendation's intention is to increase the effort it takes to qualify to hold social events by linking it to positive behavior.

- The task force recommends that the Interfraternity Council use a chapter's Greek Accreditation score as a determinant for social programming. This would tie a reward to (holding social events) to the Greek Accreditation process. If IFC adopts this recommendation, the following matrix outlines the social event quota for IFC-member organizations.
  - Excelling (21-24 points): up to two social events per week
  - Achieving (13-20 points): limited to one social event per week
  - Accredited (4-12 points): limited to one social event every 2 weeks
  - Not Accredited (3 or less points): IFC social suspension; no social events

Once COVID-19 related restrictions on social distancing and large gatherings are lifted, IFC will suggest an implementation process based on a reward system for those organizations that have been compliant with the Presidential Order. During implementation, IFC may not approve member organizations to host social events if the organization has sanctions or stipulations outlining restrictions on social events.

- The task force recommends that IFC bylaws include clear boundaries for social event planning. Planned and approved events will be restricted to Wednesday through Saturday. Wednesday and Thursday events will end at midnight. Friday and Saturday events must be concluded by 1 a.m. the following day. All events should adhere to the City of San Diego Municipal Code Section 59.5.0502 dealing with noise regulations. This recommendation's intention is to increase the risk to Greek organizations acting poorly by tying their immediate behavior to the ability to hold social events.
- The task force further recommends that IFC requires member fraternities to provide the IFC Vice President of Risk Management with risk management plans outlining all recommended elements for risk management plans and the risk reduction measures that will be put into place for all IFC-approved social events. The form needs to be completed and approved by the IFC Vice President of Risk Management by the Sunday prior to the event. Minimum information to include: description of the event, estimated attendance, alcohol policy acknowledgment, risk identification, risk reduction measures, action plans, and the risk management team with contact information (chapter president, risk chairperson, alumnus advisor(s)). Member organizations that do not follow these bylaws would be referred to the IFC Judicial Board. This recommendation's intention is to increase the effort and risk of having social events that do not include risk reduction measures.
- To support the oversight of the social calendaring and social quota process, the task force recommends that IFC create a transparent Judicial Board to address bylaw violations. Violations of university policy, CSU requirements, or the law must be communicated and adjudicated by the university. In addition to chapter representatives, the Judicial Board should include at least one member from every fraternity and sorority council and a minimum of two SDSU alumni, and be moderated by a Student Life & Leadership staff member. The board will review alleged bylaw violations; university policy violations would be

reviewed by the university. It will also impose penalties and consequences for bylaw violations. The IFC Judicial Board will create fines of \$1,000 or more and social limitations for first violations of the social calendaring, as well as determine consequences for potential subsequent bylaw violations. Revenues from fines will be reserved for private security at IFC events. This recommendation's intention is to remove the excuse that violations are not well understood by each IFC chapter since they will be represented on the board.

**Additional Recommendations for Social Responsibility.** The task force recommends that all four Greek governing councils define what a social event is in their bylaws to be used for self-governance. This recommendation's intention is to remove the excuse of lack of clarity.

Additionally, the task force recommends that the IFC and the College Panhellenic Association member organizations implement membership reviews focused on retaining members who believe in and uphold values-based organizations and recruitment processes. This recommendation's intention is to increase the effort it takes to flout organizational rules by reducing the number of rule-breaking members.

### **Establish a Fraternity & Sorority Life Advisory Board**

The task force recommends the creation of a Fraternity & Sorority Life Advisory Board to provide feedback and a sounding board for university administration and chapter advisors. This committee should be composed of alumni and/or parents from each of the fraternity and sorority councils. The committee would serve at the pleasure of the Vice President for Student Affairs and Campus Diversity and the Assistant Vice President and Dean of Students. The Assistant Vice President and Dean of Students shall serve as the chair of the advisory committee. The committee would meet monthly during the academic year. It is anticipated that the newly formed advisory board will work with Greek-lettered organizations to create a set of agreed-upon guidelines incorporating many of the already established event and off-campus processes developed by national offices/boards.

### **Brotherhood and Sisterhood Events**

Brotherhood and sisterhood events/retreats are gatherings of the chapter that take place on and off-campus. The events are intended for members to come together and participate in activities that contribute to bonding, culture, and leadership development of the chapter. Overnight events will be considered retreats, as they allow members to step away from school and distractions. These trips often provide a new setting that helps contribute to growing and building relationships as well as providing a new setting to do events and activities together. These activities occur in social fraternities and sororities, as well as Recognized Student Organizations, including Greek-lettered business and service fraternities.

Brotherhood and sisterhood events have often lacked risk management and risk planning processes. In addition, some instances of hazing have stemmed from these activities. Whether the event is an off-campus activity or overnight retreat, there needs to be a process to manage, document, and decrease risk. Because of this, the task force recommend the following actions to help reduce risks in brotherhood/sisterhood events:

- If a brotherhood/sisterhood event is being held off-campus, there must be a risk management form submitted to the governing council by the organization’s risk manager. The risk management plan must state where the event is being held, why it is being held off-campus rather than in the chapter facility or on-campus, and detail the plan for the event. The plan must identify potential risks, address how the risks will be reduced, outline how risk issues will be addressed, and detail the risk management team with contact information. The risk management team should include at least two primary contacts that can be reached at any time during the event. Additionally, an hour-by-hour agenda and a spreadsheet detailing the organization members who will be attending should be submitted with the plan.
- If the event is held off-campus and is also an overnight activity, the organization will be required to coordinate with their national office/board and seek approval from the national office/board.
- If an event is being held off-campus away from a designated fraternity/sorority house, representatives from the national office and or alumni advisors must be present at the activity to help facilitate leadership events and team bonding activities. The form submitted will need to indicate approval from the national office to hold the event.
- If a chapter intends on having new members present and participating at the brotherhood/sisterhood event, they must provide a separate agenda, which includes a detailed description of all events they are participating in, the purpose for new member attendance, and how it relates to the new member education process. The new member educator must also be part of the risk management team and an additional emergency contact on the form. This recommendation’s intention is to increase the risk associated with having poorly planned, higher risk brotherhood/sisterhood events off-campus.
- The task force urges that no overnight retreat activities take place until an agreed-upon set of guidelines can be established by each governing council with consultation from the Fraternity & Sorority Life Advisory Board

### **IFC Big Brother/Little Brother Reveal Program**

Many Greek-lettered organizations assign an active member to new members to act as a resource and mentor to best affiliate them into both the organization and the larger fraternity and sorority community. This process also deepens connections within the organization and supports new members as they learn about the fraternity or sorority. Not all active members are suited to serve as a “big” due to factors including, but not limited to, the level of chapter engagement, chapter membership standing (financial, judicial, and academic); and/or the understanding and ability to uphold the values, purpose, and mission of the fraternity or sorority. To help ensure this program provides the maximum benefit to both Big Brother and Little Brother, and to the organization, the task force recommends the following:

- The Office of Student Life & Leadership implements an educational training for New Member Educator(s) and Chapter Presidents of member organizations with Big Brother programs.
  - All IFC chapter presidents and new member educator(s) will attend an educational training on implementing and conducting a new member education process that upholds expectations of both the organization’s executive office and the university. This training will also include defining the purpose of a “Big Brother” and how this title is an honor/privilege provided to active members to guide and mentor new member(s) that are assigned to them as “Little Brothers.”
- Each IFC chapter is expected to define the eligibility to become a “Big Brother.”

- IFC chapters will outline Big Brother eligibility requirements in their bylaws. These eligibility requirements may include, but are not limited to, good financial standing within the chapter, good social standing within the chapter, and good judicial standing with the university.
- Following the outlined bylaws, the chapter executive board and alumni advisors must confirm eligibility prior to assigning an active member a “Little Brother.”
- Purpose of Big Brother/Little Brother Reveal Night
  - All attendees of the event should be educated regarding the purpose of the event — assigning mentors and mentees within the chapter’s brotherhood. This educational messaging should be provided by the new member educator(s) and alumni advisor at the beginning of the Big Bro/Little Bro event prior to the “reveal” of pairings.
- Submission of New Member Education Program Plan/Calendar and Program Event Parameters
  - All events that new members are expected/invited to attend should be included in the New Member Education Program Plan and Calendar submitted to the Office of Student Life & Leadership, including the Big Brother/Little Brother night. The Big Brother/Little Brother event should follow all parameters outlined by the task force including, but not limited to:
    - Time Frame Limitation (10 a.m. to 10 p.m. - a revision from the original 9 a.m. to 9 p.m. recommendation made by the task force in January)
    - Alumni Advisor(s) should be present
    - Dry Event: no alcohol or other substances are allowed on premise or shall be consumed before, during or after the event
    - Limitation of event taking place in one designated area or space, preferably the chapter facility or third party vendor.
      - Members cannot break off into different rooms or different locations entirely to conduct any “Family Initiations” or “Family Traditions”
- Lastly, the purpose of Big Brothers/Big Sisters should be incorporated into the New Member Education Symposiums facilitated by the Office of Student Life & Leadership. This addition should be made to the “Hazing Prevention and Education” presentation within the existing symposium curriculum.

**Interfraternity Council and College Panhellenic Association Per Member Fee to Finance Weekend Security and Additional Greek Life Staffing**

Fraternity and sorority governing councils currently collect council-imposed, per-member fees from each member organization. This is typically a flat fee charged per member collected either annually or per semester. The task force recommends that this amount be increased in order to cover adequate security and additional Fraternity & Sorority Life staffing.

The task force recommends that the Interfraternity Council and the College Panhellenic Association collect \$50 per member during the 2020-21 academic year to address staffing and security costs. The task force further recommends that the per member fee increase to \$90, similar to the per member fee collected at Penn State University, beginning in the 2021-22 academic year.

Three dollars of the fee will be allocated to provide security at high-risk chapter events. Security would be required by

**Report from the Presidential Task Force on Student Activities and Safety**



IFC and CPA when:

- Hosting an event with alcohol, on or off-campus
- A dry event with more than 200 participants
- A dry event with more than one student organization (even if participants is less than 200)

## **Recommendations: Education and Evaluation**

This section contains recommendations regarding:

- Hazing Prevention Task Force
- Scorecard Implementation for Recognized Student Organizations
- Creating and Requiring a Full-Year University Seminar for All Students
- Creating Councils for other Recognized Student Organizations
- Creating a Fifth Fraternal Council to Address Professional and Honorary Societies
- Required Risk Management Positions and Education

### **Hazing Prevention Task Force**

SDSU has demonstrated a commitment to understand and impact student behavior and campus culture. Building on the institutionalized Alcohol and Other Drugs and Sexual Violence task forces, the Presidential Task Force for Student Activities and Safety recommends the development of a coalition to address hazing at SDSU. The Hazing Prevention Task Force should be a similarly institutionalized, cross-disciplinary group. This recommendation's intention is to increase the risk to individuals and organizations of allowing hazing to happen, and remove the excuse of not knowing or doing something if it does.

Coalition-building is an element of evidence-based core strategies developed by the Hazing Prevention Consortium to influence culture change and combat hazing. The Hazing Prevention Consortium is a multi-year research-to-practice initiative led by StopHazing, Inc. to build an evidence base for hazing prevention on college campuses in the U.S. and beyond. They emphasize that it is a collective responsibility, not the responsibility of a sole staff member or office, to prevent and address hazing within a campus community.

Within the SDSU community, there have been several hazing-related cases that have resulted in individual and organizational consequences, both in terms of well-being and sanctioning. Like universities across the country, these cases represent a need to address hazing as a cultural issue within the campus community. The implementation of the Hazing Prevention Task Force at SDSU responds to this need and demonstrates an institutional commitment to combat hazing.

**Hazing Prevention Task Force Charge.** As the Hazing Prevention Task Force will convene continuously, it is understood that the strategic priorities of the task force may evolve over time. As the group is assembled, the task force is initially charged with conducting a needs assessment and problem analysis to identify trends related to hazing at SDSU, standardize processes for investigating amongst all areas within the university and develop an inventory of programs, events and training for hazing prevention.

**Hazing Prevention Task Force Membership Composition.** Under the direction of the Vice President for Student Affairs and Campus Diversity, the Hazing Prevention Task Force will be composed of students, administrators, staff, faculty and organization community advisors. Proposed members of the Hazing Prevention Task Force include:

- Lee Mintz, Center for Student Rights and Responsibilities, Co-Chair
- Caryl Montero-Adams, Student Life & Leadership, Co-Chair
- Division of Student Affairs and Campus Diversity
- Student Life & Leadership, Fraternity and Sorority Life

- Athletics
- Associated Students
- Counseling and Psychological Services
- Well-being and Health Promotion
- San Diego State University Police Department
- Sigma Chi Fraternity Advisor
- Kappa Alpha Theta Sorority Advisor
- Student Representatives: Fraternity and Sorority Life, Athletics, Sports Clubs, ROTC, Marching Band,
- Faculty Representative, University Senate

### **Scorecard Implementation for Recognized Student Organizations**

**Scorecards: Recognized Student Organizations.** Using the Student Organization Leadership Development (S.O.L.D.) program, the Student Life & Leadership staff will publish information on the status of Recognized Student Organizations (RSOs) at SDSU. The information presented in the scorecards will identify the completion of administrative expectations and the RSO's engagement with the campus community.

Additionally, the scorecard should provide information regarding the organization members' grade point average and reported service hours. The scorecard should also list the judicial standing of the organization with the university. Finally, RSO's will be required to submit a full membership roster through the RSO online system effective **fall 2021**. This recommendation's intention is to maintain an updated list of active members so that the university can track student engagement (service and philanthropy), enforce the student code of conduct, and monitor the academic performance of each RSO to promote an enhanced co-curricular collegiate experience to organization members.

Student Organization leaders, specifically the president and treasurer, will be educated on the S.O.L.D. program and scorecard process via the RSO Officer Leadership Training, a requirement of the Recognized Student Organization (RSO) application. Additionally, organization leadership must complete the Student Organization Conflict and Identity Awareness (SOCIA) training, an SDSU partnership with the National Conflict Resolution Center. Once organization councils are established in fall 2023, additional training will be expected to address risk management in RSOs. Each of these training opportunities will be included in the S.O.L.D program and will be reflected on the RSO's scorecard. This recommendation's intention is to remove any excuses that any group didn't know the rules and their obligations.

The Office of Student Life & Leadership, Student Organizations and Activities, will begin to publish annual scorecards as soon as possible. The scorecards will reflect the prior academic year. New organizations will be expected to participate in the program upon recognition by the university. There are approximately 350 organizations that will be evaluated annually. Please note that this does not include recognized fraternities and sororities, as these organizations have a slightly different scorecard that will be implemented in fall 2020.

**Scorecards: Fraternities and Sororities.** Using the existing template (image below), The Office of Student Life & Leadership will post the information regarding chapter endeavors publicly on the Fraternity and Sorority Life (FSL) website. The scorecard will provide information on how each chapter has met the expectations of the eight FSL values via the Greek Accreditation program for the previous semester. The scorecard will list the judicial and academic standings of the organization with the university. Lastly, the scorecard will provide information regarding the chapter's service hours and per-member average.

Chapter Name		# Members
<b>Greek Accreditation Value</b>	<b>Status</b>	<b>Status Points</b>
Academic Achievement		
Alumni & Family Relations		
Chapter Management		
Community Relations		
Community Wellness		
Diversity Education & Inclusion		
Leadership Education & Development		
Philanthropy & Service		
Overall Accreditation Status		
<b>Grade Point Average</b>	Term:	Cumulative:
<b>Community Service Hours</b>	Per Member:	Total:
<b>University Judicial Standing</b>		
<b>University Membership Status</b>	Establishing/Active/Inactive/Removed	

The scorecards will be posted via “View Only” link to a Google spreadsheet managed by the Fraternity and Sorority Life Advisory Team to provide updates to “University Judicial Standing” status accordingly. A new spreadsheet with scorecards for each active, recognized chapter will be created for each semester. This recommendation’s intention is to remove excuses that an organization was unaware of how it compares to others and to reward good efforts, such as community service hours and higher grade point average, by highlighting them.

**Participation in Piazza Center’s National Scorecard Program.** In an effort to collect data from member institutions across the nation, Penn State’s Timothy J. Piazza Center for Fraternity and Sorority Research and Reform has implemented the [National Fraternity and Sorority Scorecard data collection process](#). There is no financial cost associated with the participation of the submission of campus-specific FSL data. Additionally, SDSU will have the opportunity to join other participating institutions, being one of very few California institutions listed. Participation in this national scorecard will require a semesterly submission of information to the Piazza Center. This recommendation’s intention is to remove the excuse that an organization was unaware of how it compares to others and will help SDSU identify best practices.

Spring 2018 Fraternity Statistics  
Please list each active chapter and the associated data for the Spring 2018 academic term.

Chapter Name (Written out in English, not in Greek letters [for example: Zeta Tau Alpha, not ZTA])	Total number of members	Number of new members for spring 2018	Chapter semester GPA for spring 2018	New member class semester GPA for spring 2018	Number of hazing violations by chapter	Number of alcohol violations by chapter	Number of sexual assault violations by chapter	Number of other violations (recruitment, bylaws, etc.) by chapter	Average annual community service hours per member	Average annual philanthropic fundraising dollars per member

### Creation of a Full-Year University Seminar

SDSU provides numerous educational programs delivering important information regarding alcohol and other drugs (AOD) abuse, neighbor relations, bystander intervention, psychological and emotional crisis and support, sexual violence intervention and support, as well as hazing prevention. These presentations are delivered throughout the campus environment but may only be seen by a small percentage of students. At the same time,

SDSU provides many students with the opportunity to participate in first-year transition courses often referred to as University Seminars. These seminars typically focus on academic transition to the university with an emphasis on in class advising, decreasing first-year student anxiety, increasing student understanding of their own learning, visioning a positive self-future and connecting to campus resources.

It was estimated 50% of the freshmen class is enrolled in a University Seminar. We could not estimate the percentage of students who receive educational programming regarding AOD and wellness programming.

Given the incidents of AOD and hazing incidents, the university should consider a year-long curriculum addressing both the University Seminar academic transition topics as well as the AOD and wellness topics, as well as the neuroscientific information about the teen brain and how to improve decision making in challenging and risky situations. These curricular approaches should also implement an assessment process to ensure tracking the delivery of the material and consistency in educational outcomes. The seminar approach should seek an ambitious goal of providing this material to 100% of the freshmen class. This recommendation's intention is to remove the excuse that not all students are sufficiently educated on these subjects.

### **Development of Councils for Recognized Student Organizations**

Expanding on the council structure within Fraternity and Sorority Life, the Presidential Task Force for Student Activities and Safety recommends that a council structure is implemented for all RSOs by **fall 2023**. Additional councils would include: culturally-based organizations, honor societies, leadership-based organizations, political organizations, recreational organizations, religious-based organizations, service and support organizations, and Imperial Valley. Academic-related organizations would continue to engage in College Councils facilitated by Associated Students (A.S.).

### **Educational Training for Recognized Student Organizations**

Extending training opportunities beyond Fraternity and Sorority Life, all council leadership would participate in asynchronous and synchronous trainings convened by Student Life & Leadership that address hazing, alcohol and other drugs, and sexual violence. Additionally, training should provide information on intervention procedures, university policies, the SDSU Good Samaritan policy, and reporting procedures. This recommendation's intention is to remove the excuse that those in Council Leadership positions are less informed and thus at risk to provide poor advice as influencers.

### **Educational Training for Non-Recognized Student Organizations**

In addition to the training of councils recognized by Student Life & Leadership, the task force recommends that boards, commissions, councils and sports clubs governed by A.S. would also be required to participate in the outlined training effective **fall 2021**. This recommendation's intention is to remove the excuses that not all student organizations are equally educated.

Additionally, the officers are encouraged to participate in additional university training including the Narcan Upstander Distribution Program, FratMANers, SISSTER and others that center around health and wellness.

## **Fraternity & Sorority Life: Creation of New Council**

Three areas within Student Life & Leadership recognize and advise student organizations, including Student Organizations & Activities, Fraternity & Sorority Life, and Leadership & Service. The Recognized Student Organizations (RSO) within Fraternity & Sorority Life are structured into governing councils, including the College Panhellenic Association, Interfraternity Council, National Pan-Hellenic Council and United Sorority and Fraternity Council. The councils and respective organizations have specific processes for membership, education/training, and actualize standards through the Greek Accreditation process.

### **Fifth Council in Fraternity and Sorority Life**

Professional Fraternity Association is a national governing body of fraternal organizations that were founded for engagement with business, engineering, service, band and other specific themes. SDSU currently recognizes five member organizations of the PFA as RSOs (non-social fraternities/sororities). The task force recommends that the Professional Fraternity Association be established as the fifth council in Fraternity and Sorority Life (FSL) at SDSU beginning **fall 2022**. Once established, each organization under the PFA will transition to FSL and be expected to uphold the processes, training, procedures and guidelines of fraternity and sorority organizations at SDSU. This recommendation's intention is to remove the excuse that not all student organizations are equally educated.

### **Required Risk Management Position in Fraternities and Sororities**

Risk management, the practices that aim to reduce harm during organizational activities, is a vital aspect of fraternity and sorority chapter management. Greek-letter organizations operationalize risk management based on guidance from their national or international office or board and engage with chapter advisors to implement organizational policy and guidelines.

Organizations place varying emphasis on the role of risk managers and the responsibility of each member for the well-being of their brothers, sisters, and guests. The Presidential Task Force for Student Activities and Safety recommends that each social fraternity, social sorority, and Greek governing council's executive board/cabinet has a dedicated position that is responsible for coordinating and implementing the organization's risk management. The executive board member is expected to engage in university training and, if opportunities exist, training facilitated by the national or international board/office. This recommendation's intention is to decrease risk and the opportunity for injury or harm. Additionally, this would ensure that the risk manager role within an organization will be taken seriously.

While the primary function of the role should be risk management, the name of the position can vary from chapter to chapter, council to council. It is also understood that smaller chapters may have officers who are facilitating multiple responsibilities. The position should be held by a respected member of the organization and should not be perceived to be a "training" role for the executive board. New members should be ineligible for the role. The term is suggested to be a full year and can be selected on a calendar or academic-year basis. This recommendation's intention is to increase the effort it would take to circumvent the person in this responsible position by putting more seasoned people in this position and requiring stability, regarding the length of service, for that position.

Expectations of the officer role include, but are not limited to:

- Participating in university and organizational training(s)
- Developing and implementing risk management plans and procedures for events and activities, including but not limited to social events, new member activities, philanthropy and service
- Coordinating educational opportunities for the chapter regarding health and wellness topics
- Demonstrating leadership by upholding all bylaws, organizational policies, university policies, and the law
- Communicating university and organizational policies to the chapter
- Implementing the Fraternity & Sorority Life Reporting Protocol as emergent situations arise with individual members or during chapter activities

The organization must report the title, name, email address and phone number of the officer to the Office of Student Life & Leadership immediately following the installation of the office. This recommendation's intention is to increase the risk to an organization of being an outlier by failing to name a risk manager.

The task force also recommends that Student Life & Leadership plan, implement and evaluate semesterly training for executive board members responsible for risk management. The trainings should build upon existing programs and include information on alcohol and other drugs, hazing, and sexual violence. Additionally, the training should provide information on intervention procedures, university policies, the SDSU Good Samaritan policy, and reporting procedures. The training may be a combination of synchronous and asynchronous activities. This recommendation's intention is to remove the excuse that the training is not fully utilized.

## Recommendations: Policy

This section contains recommendations regarding:

- Expanding Medical Amnesty Policy to Individual Students
- Software for Anonymous Reporting and Surveying

### Expand Medical Amnesty Policy to Individual Students

The Amnesty Policy represents the university's commitment to increasing the levels of student reporting of incidents of sexual violence, alcohol or other drug-related emergencies, and incidents of hazing by removing the fear of being punished under the student code of conduct for the reporting of student's own AOD violations. Every student, as a part of the SDSU community, is also encouraged to take actions that promote the health and safety of our community by adhering to the Student Code of Conduct. Additionally, the university wants to empower students to act to support their peers. This policy is meant to strike that balance. This recommendation's intention is to remove the excuse students may have for not helping, stopping, calling the police or reporting the behavior or harm.

SDSU has an obligation to make mandatory administrative referrals of students for violations of the Student Code of Conduct. The potential for student conduct action against a student reporting an incident of sexual violence or hazing, or who is in need of medical attention may act as a barrier to students receiving the immediate assistance they need. In order to alleviate the behavioral consequences commonly associated with these emergencies and increase the likelihood that students will seek the assistance they need, the university has developed an Amnesty Policy on student conduct. This policy applies to all students in need of immediate assistance (911 medical response and/or reporting incidents of sexual violence and hazing to police and administration), as well as to all students who call for help for another student.

In order to receive amnesty, students must use the policy proactively. This means students must take the initiative to get assistance. Asking for amnesty after being confronted by police or staff will not result in the application of amnesty.

**For the Student in Need of Medical Assistance.** A student reporting an incident of sexual violence or hazing, or calls for medical assistance at the time of an incident, will not be subject to student conduct charges related to alcohol or other drugs.

A student transported to the hospital, jail or detoxification facility may be required to meet with a Student Affairs professional and may be required to pursue educational remedies regarding alcohol or other drugs.

**For the Bystander/Caller.** A student who calls for medical assistance on behalf of someone else will not be subject to student conduct charges related to alcohol or other drugs.

The university expects all campus community members to take reasonable and prudent actions to prevent or stop an act of sexual violence, sexual harassment, relationship abuse or hazing. Taking action may include



direct intervention, calling law enforcement, or seeking assistance from a person in authority. Students who choose to exercise this positive moral obligation will be supported by the university and protected from retaliation.

### **Anonymous Reporting**

Currently, there are various avenues for reporting incidents to the university anonymously. Allowing for anonymous reporting provides an additional channel for students, faculty, staff, parents/families, and community members to fulfill their positive moral obligation. Although anonymous reporting has challenges such as the inability to uncover additional details, potentially having a limited understanding of the circumstances surrounding the event, and/or understanding harm, it is an important option. This recommendation's intention is to provide increased opportunity for anonymous reporting. This reporting will be instrumental for the university to identify patterns of problematic behavior by increasing the reporting of the problematic behavior.

**Addressing Barriers for Reporting Concerns.** Student organizations are a critical component of student life, and yet a disconnect between students and university staff with oversight of such organizations can exist. A disconnect can be the result of unintended factors such as limited resources, limited staffing, or a lack of leadership within the student organization. However, of greater concern are the unintended factors that promote risky behavior which go undetected. Peer pressure, lack of understanding of harm, a member's need to belong, and obstacles to university staff are examples of intended factors that can contribute to student's participation in risky behavior. Too often student organization members who observe or participate in such risky behaviors find themselves in a situation that is uncomfortable, but don't perceive that they have a mechanism to report an issue or describe their experience. In these cases, information on reporting options, including anonymous options, is critical.

**Software for Anonymous Reporting and Surveying.** Software exists that serves as a platform for students to communicate anonymously with university staff and to benchmark the experience students have within any student organization.

**Athletics.** The Department of Athletics has contracted with Real Recruit to provide student-athletes an opportunity to voice their experience and benchmark the many auxiliary services that impact them individually (such as academic services, athletic training, and strength and conditioning). Given the dynamic landscape of college life, the ability to benchmark a student's experience on an annual basis provides the administration an opportunity to view trends (both positive and negative) and respond accordingly. Included in the Real Recruit platform is the "Report an Issue" function that allows a student-athlete to have an anonymous conversation with an athletic department staff member to report issues such as hazing, alcohol/drug use, and sexual misconduct. The anonymous conversation allows university staff to engage a student who might otherwise not feel comfortable reaching out for fear of retaliation from peers, while also directing campus resources to the student. In addition, the "Report an Issue" function also allows a university to document its efforts to support students and add appropriate staff with expertise to the conversation.

**Recognized Student Organizations.** The Student Organization Incident Report Form is managed through the Maxient platform at SDSU and reviewed by the Office of Student Life & Leadership. The form provides the opportunity for concerns to be submitted regarding organizational behavior of Recognized Student Organizations, including social fraternities and sororities. The reports can be submitted anonymously or listing the identity of the reporting party.

**Report Hazing Email Address.** The university hosts [reporthazing@sdsu.edu](mailto:reporthazing@sdsu.edu), an email address where contacts are routed to university administrators for review. Email submissions are often made anonymously, with reporting parties creating new email addresses to submit the report.

In summary, software for reporting risky behavior anonymously and surveying the experience of individuals within an organization allows an institution to create open and honest dialogue with students, understand and support the experience a student has within an organization and analyze the student life trends across all student activities. As students today are more technologically savvy than ever, software that can exist on their smartphones provides real time support to the challenges they face. This recommendation's intention is to remove any excuse for not reporting.

## **Recommendation: Bylaws**

This section contains recommendations regarding:

- Address IFC Bylaws Regarding Sophomore Standing of Chapter Presidents
- Review and Enact Bylaw Processes to Remove a Leader
- Recognition Consequences for Suspending Bylaws

### **Address IFC Bylaws Regarding Sophomore Standing of Chapter Presidents**

Amend IFC Bylaws to support electing leaders who are mature and have executive leadership experience for the position of chapter and council president. Obtaining a full year of executive board membership before running for the presidential office supports electing responsible leaders. Freshmen new members should not be able to serve in executive board positions. This recommendation's intention is to eliminate the excuse that some Greek chapters have presidents with insufficient experience on the executive board. This also increases the level of confidence that all members have, making it less likely for the older members, both in years of membership and class standing, to stray from the executive board's direction.

Currently, in order to be eligible to serve as president of a Greek-related organization, guidelines and bylaws indicate students must be a member of the organization in good academic standing (as defined by the organization) and disciplinary standing (defined as not currently on disciplinary probation or higher). Sophomores can therefore serve as president of the organization and attempt to fulfill a challenging leadership position, while having only one year of experience as a member of the organization and, more importantly, as an SDSU student. These limited requirements allow for the possibility — if not likelihood — of the manifestation of foreboding challenges, not just for the sophomore president, but for the organization as a whole.

Greek organization presidents are tasked with fulfilling a number of difficult responsibilities, including the advisement of (often) more than 100 members, ensuring the members adhere to university policies and procedures, monitoring health and safety practices at social events, the ongoing implementation and oversight of impactful and necessary guidelines (e.g. university presidential orders) and holding members accountable in the event they demonstrate challenging, high-risk or unsafe behaviors.

Developmentally, younger chapter members typically do not have the power to effectively manage or lead older members who may want to less restrictive policies for the chapter. University statistics have shown that at this age, younger members are less effective and may lack the social maturity necessary to gain the respect of junior and senior students who themselves often need mentorship and support in making good decisions and serving as responsible members of the campus community.

In addition, there is SDSU evidence that suggests sophomores are at times more likely to engage in risky or neglectful behavior. Referral data collected from students by the SDSU Center for Student Rights and Responsibilities for the 2019-20 academic year show 1,461 violations of campus policies among sophomores, compared with 554 for juniors and 219 for seniors (Center for Student Rights and Responsibilities (2020), Disciplinary Incidents by Academic Class, 2019-20. [Data file]. Available from [cm.maxient.com/SDSU](http://cm.maxient.com/SDSU)).

When considering student conduct data for student organizations, Greek organizations both at SDSU and nationally have a long history of being investigated and sanctioned for incidents of hazing. During the current 2019-20 academic year, several large-scale investigations of IFC fraternities at SDSU have uncovered the existence of dangerous hazing practices that have led to physical and emotional repercussions for our students; some necessitating medical care and the withdrawal from classes.

Taking into account the foregoing, the task force recommends the preclusion of sophomore students from serving as Greek chapter presidents, to be outlined in forthcoming amended IFC bylaws. This recommendation's intention is to eliminate the excuse that some Greek chapters have presidents with insufficient experience in managing people and problematic behavior. This also increases the effort it will take for more non-compliant chapter members to undermine the chapter president.

### **Review and Enact Bylaw Processes to Remove a Leader**

It is a common best practice for organizations that elect their leadership or executive board members to have a mechanism in place to remove leaders. The task force recommends that Recognized Student Organizations, including social fraternities and sororities, develop a fair and transparent process for removal.

The task force recommendation is to add a process to remove a leader from office to the organization's bylaws, with an opportunity for censure as an alternative to removal. It is also recommended that all RSOs include a process for Vote of Confidence in their bylaws under Removal/Removal from Office. This recommendation's intention is to ensure organizations have the ability to act accordingly if leadership is not fulfilling their duty, misrepresenting or causing damage to the organization internally or externally.

### **Recognition Consequences for Suspending Bylaws**

Student Organizations at SDSU are recognized annually with a review of the organization's bylaws. This review is provided to ensure the organization is operating according to the expectations of the university and the CSU system. These expectations are outlined in Executive Order 1068 (see Appendix F) as well as campus policy. If student organizations suspend their bylaws they are in fact suspending their recognition with the university. Any organization that suspends its bylaws will lose their recognition until the bylaws can be reviewed by university administration. Organizations that wish to address concerns with student leaders who do not meet minimum qualifications for leadership positions should address these issues with a Student Life Advisor or follow their approved organizational bylaws.

## Presidential Task Force on Student Activities and Safety Membership

### Presidential Task Force on Student Activities and Safety Members

- **Randy Timm**, *Chair*, SDSU Assistant Vice President for Campus Life & Dean of Students
- **Lee Abed**, SDSU Interfraternity Council, Vice President for Judicial Affairs
- **Frank Churchill**, Aztec Parent Advisory Board Member; Cal Fire Fighter Los Angeles County Fire Department
- **Ben Clay**, SDSU Alumnus, Sigma Chi Alumnus
- **Rachel Gregg**, SDSU Director of Government and Community Relations
- **Christian Holt**, Student-at-Large, Associated Students
- **Erik Johannesen**, SDSU Alumnus, Alumnus Advisor for Delta Sigma Phi Fraternity
- **Antionette Marbray**, SDSU Associate Vice President for Student Affairs
- **Josh Mays**, SDSU Chief of Police
- **Karly Nolan**, College Panhellenic Association, Former Vice President of Membership
- **Christian Onwuka**, President of the Associated Students
- **Mike Pack**, SDSU Alumnus, The Campanile Foundation Board Member; Sigma Alpha Epsilon Alumnus
- **Jessica Rentto**, SDSU AVP for Administration, Risk Management
- **Caitlin Roberts**, University of Oregon Director of Fraternity and Sorority Life
- **Christy Samarkos**, SDSU Interim Vice President for Student Affairs
- **Rana Sampson**, Former Law Enforcement Consultant; Community Relations Ambassador, Union Bank
- **Bobby Smitheran**, Senior Associate Athletic Director of Student-Athlete Academic Support Services

### Contributors

- **Matthew H. Garcia**, SDSU Assistant Director, Student Life & Leadership for Fraternity & Sorority Life
- **Lee Mintz**, SDSU Director, Center for Student Rights & Responsibilities, Deputy Title IX Coordinator & DHR Administrator
- **Caryl Montero-Adams**, SDSU Director, Student Life & Leadership
- **Jessica Moore**, SDSU Student Life Advisor, Fraternity & Sorority Life
- **Stephanie Waits Galia**, SDSU Director, Well-being & Health Promotion

# APPENDIX

## APPENDIX A - Situational Crime Prevention

Situational Crime Prevention is a model of crime reduction developed by criminologist Ronald V. Clarke, awardee of the 2015 Stockholm Prize in Criminology, the highest award in criminology. It provides a systematic and scientific approach to reducing crime.<sup>[1]</sup> Situational Crime Prevention can be very helpful, as well, in reducing problematic behavior. In its essence, it is based on the theory that much crime is committed because the particular crime opportunity the person chose poses small risks, requires little effort, offers high rewards, is compelling to do (has sufficient provocations) and is easy to excuse or find excuses for doing. The flip side of this, then, is that an attractive crime opportunity becomes less attractive if you can increase the effort and risk it would take someone to do it, lessen the reward one gets from it, lower the provocations and eliminate or lessen the excuses.

For example, bank robberies in the U.S. have become less frequent, even though banks contain a lot of money, because a number of banks have:

- Increased the **effort** it takes to commit the robbery by installing bandit barriers separating patrons (and would-be robbers) from tellers in the highest risk branches, and making their money vaults time release delayed so the robber would have to spend a lot of time in the bank to get significant money.
- Increased the perception of the **risk** of getting caught by using controlled access vestibule doors when you enter in the highest risk bank branches so robbers may think they can be locked between the controlled access doors when they try to flee, having video cameras in banks that signal to the robber they can potentially be identified, employing a guard in the highest risk branches, offering rewards for capture, publishing the photo from the video in the newspaper so others might identify the robber.
- Decreased the **reward** the robber gets by limiting the amount of cash a teller has in their teller drawer, using dye packs so a robber who gets money may also get an exploding dye pack that marks the money rendering it of no value.
- Removed or lessened the **excuse** with signs saying the bank is under video surveillance and having visible video cameras.

For SDSU, in terms of the problematic behavior we are trying to reduce, our Task Force adopted a slightly modified rubric for our response recommendations utilizing four of the five Situational Crime Prevention response types. This helped us identify whether certain responses proposed based on analysis might have some impact on the problematic behavior, particularly by using a combination of the levers below from Situational Crime Prevention. We believe that a combination of responses that address each of the below will we have impact:

- Increasing the perceived **effort** it takes to engage in the behavior;
- Increasing the **risk** that those engaged in the problematic behavior will be identified or caught;
- Decreasing the perceived **reward** one gets from engaging in the behavior; and
- Removing or lessening the **excuses** one has to engage in the problematic behavior.

## **APPENDIX B - The Teenage Brain**

Based on a recommendation from President Adela de la Torre, members of the Task Force read the book, “The Teenage Brain” by Frances E. Jensen, M.D.

Dr. Jensen is a professor and chair of the Department of Neurology at the Perelman School of Medicine at the University of Pennsylvania. Dr. Jensen’s study of the teenage brain—a topic not broadly studied prior to her work—began when her two sons became teenagers. Some of the major takeaways for the Task Force are how the brain continues to develop beyond adolescence and into a person’s 20s. The parts of the brain in continued development greatly impact decision making, risk-taking, and retention.

A common misconception is that an adolescent’s brain is fully developed; this is likely because a teenager’s appearance often resembles that of an adult and not a child. Jensen has found, however, that this is not the case and has outlined the various areas of continued growth and development taking place in the brains of teenagers and young adults. For example, brain signals that communicate danger to the part of the brain that employs a sense of judgment are still maturing, sometimes into one’s 30s. This can result in uncertainty and misjudgment of a situation. Jensen states, “For adolescents whose brains are still being wired, this means they sometimes find themselves in dangerous situations, not knowing what they should do next.” The Task Force considered this as they looked at recommendations that would help provide options to students if they found themselves in these types of circumstances.

Increased dopamine levels in the teen brain trigger a greater sense of reward, often resulting in risk-taking behaviors. According to Dr. Jensen, “The chief predictor of adolescent behavior, studies show, is not the perception of the risk, but the anticipation of the reward despite the risk.” One of the obstacles the Task Force noted during the planning process was how to positively trigger a sense of reward. Opportunities to provide rewards for not engaging in risk-taking behavior were considered.

Furthermore, Jensen reports that repetition is key, “You have to stuff their minds with real stories, real consequences, and then you have to do it again...One of the reasons that repetition is so important lies in your teenager’s brain development.” With this awareness, the Task Force examined ways to provide an array of educational programming that reinforces solid and relatable examples of the dangers and consequences associated with alcohol, drugs, sexual violence, hazing and other dangers young adults face.

The insights gained from “The Teenage Brain” provide a great foundation for creating recommendations that reflect the challenges teenagers and young adults face during a key developmental phase. Informed guidance during these formative years is critical to helping our students become engaged and conscientious citizens. The recommendations in this report provide additional support to an already solid framework developed by SDSU as it continues to prioritize student success.

**APPENDIX C - Educational Programming Presentations**

**[Educational Initiatives to Address Alcohol and Other Drugs,](#)**

**[Hazing, and Sexual Violence at SDSU/ Student Individual and Organization Policy](#)**



## **APPENDIX D - Standards for Student Conduct**

41301, Title 5, California Code of Regulations

### **(a) Campus Community Values**

The university is committed to maintaining a safe and healthy living and learning environment for students, faculty, and staff. Each member of the campus community should choose behaviors that contribute toward this end. Students are expected to be good citizens and to engage in responsible behaviors that reflect well upon their university, to be civil to one another and to others in the campus community, and contribute positively to student and university life.

### **(b) Grounds for Student Discipline**

Student behavior that is not consistent with the Student Conduct Code is addressed through an educational process designed to promote safety and good citizenship and, when necessary, impose appropriate consequences.

The following are grounds upon which student discipline may be based.

1. Dishonesty, including:
  1. (1) Cheating that is intended to gain unfair academic advantage.
  2. (2) Plagiarism that is intended to gain unfair academic advantage.
  3. (3) Other forms of academic dishonesty that are intended to gain unfair academic advantage.
  4. Dishonesty, including: Furnishing false information to a University official, faculty member, or campus office.
  5. Dishonesty, including: Forgery, alteration, or misuse of a University document, key, or identification instrument.
  6. Dishonesty, including: Misrepresenting oneself to be an authorized agent of the University or one of its auxiliaries.
2. Unauthorized entry into, presence in, use of, or misuse of University property.
3. Willful, material and substantial disruption or obstruction of a University-related activity, or any on-campus activity.
4. Participating in an activity that substantially and materially disrupts the normal operations of the University, or infringes on the rights of members of the University community.
5. Willful, material and substantial obstruction of the free flow of pedestrian or other traffic, on or leading to campus property or an off-campus University related activity.

6. Disorderly, lewd, indecent, or obscene behavior at a University related activity, or directed toward a member of the University community.
7. Conduct that threatens or endangers the health or safety of any person within or related to the University community, including
  1. physical abuse, threats, intimidation, or harassment. .
  2. sexual misconduct.
8. Hazing, or conspiracy to haze. Hazing is defined as any method of initiation or pre-initiation in to a student organization, or student body, whether or not the organization or body is officially recognized by an educational institution, which is likely to cause serious bodily injury to any former, current, or prospective student of any school, community college, college, university, or other educational institution in this state. (Penal Code 245.6) and in addition, any act likely to cause physical harm, personal degradation or disgrace resulting in physical or mental harm to any former, current or prospective student of any school, community college, college, university or other educational institution. The term "hazing" does not include customary athletic events or school sanctioned events. Neither the express or implied consent of a victim of hazing, nor the lack of active participation in a particular hazing incident is a defense. Apathy or acquiescence in the presence of hazing is not a neutral act, and is also a violation of this section.
9. Use, possession, manufacture, or distribution of illegal drugs or drug-related paraphernalia, (except as expressly permitted by law and University regulations) or the misuse of legal pharmaceutical drugs).
10. Use, possession, manufacture, or distribution of alcoholic beverages (except as expressly permitted by law and University regulations), or public intoxication while on campus or at a University related activity.
11. Theft of property or services from the University community, or misappropriation of University resources.
12. Unauthorized destruction, or damage to University property or other property in the University community.
13. Possession or misuse of firearms or guns, replicas, ammunition, explosives, fireworks, knives, other weapons, or dangerous chemicals (without the prior authorization of the campus president) on campus or at a University related activity.
14. Unauthorized recording, dissemination, or publication of academic presentations (including handwritten notes) for a commercial purpose.
15. Misuse of computer facilities or resources, including:
  1. Unauthorized entry into a file, for any purpose.
  2. Unauthorized transfer of a file.
  3. Use of another's identification or password.
  4. Use of computing facilities, campus network, or other resources to interfere with the work of another member of the University Community.

5. Use of computing facilities and resource to send obscene or intimidating and abusive messages.
  6. Misuse of computer facilities or resources, including: Use of computing facilities and resources to interfere with normal University operations.
  7. Use of computing facilities and resources in violation of copyright laws.
  8. Violation of a campus computer use policy.
16. Violation of any published University policy, rule, regulation or presidential order.
  17. Failure to comply with directions of, or interference with, any University official or any public safety officer while acting in the performance of his/her duties.
  18. Any act chargeable as a violation of a federal, state, or local law that poses a substantial threat to the safety or well-being of members of the University community, to property within the University community or poses a significant threat of disruption or interference with University operations.
  19. Violation of the Student Conduct Procedures, including:
    1. Falsification, distortion, or misrepresentation of information related to a student discipline matter.
    2. Disruption or interference with the orderly progress of a student discipline proceeding.
    3. Initiation of a student discipline proceeding in bad faith.
    4. Attempting to discourage another from participating in the student discipline matter.
    5. Attempting to influence the impartiality of any participant in a student discipline matter.
    6. Verbal or physical harassment or intimidation of any participant in a student discipline matter.
    7. Failure to comply with the sanction(s) imposed under a student discipline proceeding.
  20. Encouraging, permitting, or assisting another to do any act that could subject him or her to discipline.

(Students residing in university Residence Halls are responsible for additional and contractual community standards as published in the Student Housing License Agreement)

**(c) Application of this Code**

Sanctions for the conduct listed above can be imposed on applicants, enrolled students, students between academic terms, graduates awaiting degrees, and students who withdraw from school while a disciplinary matter is pending. Conduct that threatens the safety or security of the campus community, or substantially disrupts the functions or operation of the University is within the jurisdiction of this Article regardless of whether it occurs on or off campus. Nothing in this Code may conflict with Education Code section 66301 that prohibits disciplinary action against students based on behavior protected by the First Amendment.

**(d) Procedures for Enforcing this Code**

The Chancellor shall adopt procedures to ensure students are afforded appropriate notice and an opportunity to be heard before the University imposes any sanction for a violation of the Student Conduct Code.

## Section III, Article A: Student Organization Code of Conduct

### a. Campus and Organizational Community Values

The University is committed to maintaining a safe and healthy living and learning environment for students, faculty, and staff. Student organizations should choose activities that contribute to this end.

Student organizations recognized by SDSU are subject to this Student Organization Code of Conduct. The University may hold a student organization responsible for the actions of its members when the behavior or activity is related to the organization. Misconduct need not be officially approved by the organization membership in order to be grounds for sanctions against the organization.

The following are some of the pertinent campus policies that may relate to your event or organization. For other campus policies, please search the SDSU website or if you have additional questions or need more information, please contact Student Life & Leadership.

### b. Grounds for Student Organization Discipline

Behavior by a student organization that is not consistent with this Student Organization Code of Conduct is addressed through an educational process that is designed to promote safety and good citizenship and, when necessary, impose appropriate consequences.

In addition, the individual members of student organizations will be held accountable for violations of the Student Code of Conduct, as outlined in Section 41301 of the California Code of Regulations and published in the [SDSU General Catalog](#).

The following are the grounds upon which student organization discipline can be based:

- (1) Aiding and Abetting.** Aiding, abetting, encouraging, permitting or assisting a student or student organization to do any act that would violate a University policy or applicable law; or that could subject the student or student organization to discipline.
- (2) Alcohol.** Violation of applicable law or University policy regarding the use, possession, manufacture, or distribution of alcoholic beverages while on or off campus. (See Section II of the *Student Organization Handbook* and the *SDSU Alcohol and Substance Policies*)
- (3) Animals, including:**
  1. Animals shall not be used in pranks or otherwise for amusement or ceremony in connection with any student organization function or activity.
  2. Recognized Student Organizations are expected to uphold University policies for animals, as outlined in Section 26 of the Regulations for Use of SDSU Buildings and Grounds, which include:
    - a. No person shall bring an animal onto the university campus unless the animal is secured to a leash no more than (6) feet in length and in the hand of a person at all times.
    - b. Dumping of unwanted pets or animals on the campus is prohibited.
    - c. No animals are allowed in any of the buildings on campus with the exception of an animal serving legally defined disabled or handicapped persons, per Americans

with Disabilities Act. These service animals must be licensed in accordance with county regulations, wear a vaccination tag, and may not be disruptive.

- d. Animals maintained for official instructional and/or approved research purposes are exempt from the above regulations.
- e. All California state laws dealing with the care and human treatment of animals are enforced on the campus by University Police.

**(4) Assassin Games.** Games involving simulated weapons, such as “secret agent,” “tag,” and “assassin,” are exceedingly dangerous and have resulted in the deaths of students nationwide. Student organizations may not organize or engage in such games regardless of location.

**(5) Auctioning Policy.** In accordance with the principles of the SDSU Principles of Community, fundraising events by student organizations involving the auctioning of a date or to perform services must comply with the following guidelines:

1. If held on campus property, a release of liability waiver must be signed by all participants (including the individuals participating in the auction and the winning bidders).
2. An advisor must be present for the entire duration of the event.
3. All participants must do so willingly and without coercion.
4. The event shall not be organized or promoted in any way so as to intend or suggest the services being offered for auction extend beyond the offer of accompaniment for a meal and/or entertainment.
5. Date/service auctions should not have appearance of and the “trappings” of slave auctions.
6. Lewd conduct, remarks and gestures should not be allowed during the event.
7. Participants shall not be required to attend a date with or provide services to the highest bidder if they are uncomfortable doing so. If the event participant does not attend the date or provide services, the bidder shall receive all money they paid during the auction.
8. The sponsoring organization is encouraged to provide a gift certificate(s) for the event participant and bidder to use on the “date” (restaurant, movie theater, etc.).
9. The “date” or service should only occur in public (not inside a private residence), during the hours of 8:00 a.m. and 10:00 p.m.
10. The “date” should end at the conclusion of the meal, event or entertainment.
11. Alcohol may not be present at the auction event. No alcohol shall be consumed during auction, the “date,” or the service provided, regardless of the age of the participants.
12. “Double-dating” with another participating couple is strongly encouraged.
13. If any guidelines are not followed at any time, the advisor must address the behavior immediately and may shut down immediately.

**(6) Charitable Donations.** Charitable donations must be made in accordance with the The Internal Revenue Service has tightened the reporting requirements surrounding the receipt of charitable donations. Charitable donations, whether in the form of cash or donated goods and service, must be promptly receipted with notation of any fair market value. Donations must be made to a current 501(c) (3) or similar tax-exempt organization. For Recognized Student Organizations, this may be through Associated Students or the Campanile Foundation. For some, specifically those who have their own Federal Tax ID number, they may use their Federal Tax ID or their national or state parent affiliation.

**(7) Chalking.** Per the Regulations for Use of SDSU Buildings and Grounds, chalking is only permitted on the Open Air Theatre Walkway and on the first floor of the Conrad Prebys Aztec Student Union Chalkboard.

**(8) Compressed Gas Cylinders,** including:

*(Examples: helium tanks for balloons and carbon dioxide tanks for carbonated beverages)*

1. All gas cylinders in service, storage, or during transport while empty or full, shall be securely held in substantial racks or secured to other rigid structures in a manner to prevent them from creating a hazard by tipping, falling or rolling.
2. Compressed gas cylinders shall be stored with regulators closed when not in use and labeled at all times, without regulators connected, and valve protection caps shall be securely attached.
3. During movement, cylinder caps shall be in place.
4. Gas cylinders shall be protected from sunlight or other heat sources.
5. Incompatible oxygen and fuel gases in storage shall be separated by at least 20 feet.

**(9) Contracts and Financial Management,** including:

1. Organizations may not enter into contracts using the name of the Associated Students or San Diego State University, nor are the Associated Students or the University responsible for financial loss of student organization activities.
2. Contracts and purchases for on campus events should not be completed prior to securing both the event approval by Student Life & Leadership and the confirmation of organization or AS funding.
3. Student organizations are responsible for voluntarily incurred debts to the University, Associated Students, Aztec Shops, and the SDSU Research Foundation and are expected to maintain good credit ratings in the community and employ principles of sound business practice in financial dealings with members.

**(10) Discrimination.** Discrimination in membership policies on the basis of race, religion, national origin, ethnicity, color, age, gender, gender identity marital status, citizenship, sexual orientation, gender identity or expression, or disability (except that the prohibition on membership policies that discriminate on the basis of gender does not apply to social fraternities or sororities or to other university living groups).

**(11) Dishonesty,** including:

1. Furnishing false information to an official of the University or of a University auxiliary organization or law enforcement agency.
2. Misrepresenting the identity of the organization or misrepresenting the organization to be an authorized agent of the University or a University auxiliary.
3. Forgery, alteration, or misuse of a University document, key, or identification instrument.
4. Collective behavior by organization members involving cheating, plagiarism, or other forms of academic dishonesty intended to gain unfair academic advantage or organizational involvement in facilitating academic dishonesty.

**(12) Disorderly Behavior.** Disorderly, lewd, indecent, or obscene behavior at a University related activity, or directed toward a member of the University community.

**(13) Disruption,** including:

1. Unauthorized entry into, presence in, use or misuse of University property
2. Willful, material and substantial disruption or obstruction of a University-related activity or any on-campus activity
3. Participating in an activity that substantially and materially disrupts the normal operations of the University, or infringes on the rights of the members of the University community
4. Willful, material and substantial obstruction of the free flow of pedestrian or other traffic, on or leading to campus property or an off-campus University-related activity
5. Impeding an individual or vehicle from entering or exiting a location or otherwise blocking the individual or vehicle's path of travel
6. Disorderly, lewd, indecent or obscene behavior at a University related activity or directed toward a member of the University community
7. Unauthorized destruction or damage to University property or other property in the University community

**(14) Drones (Unmanned Aerial Vehicles).** As stated in the Regulations for Use of SDSU Buildings and Grounds, drones are currently prohibited on campus without prior approval from University Police. Therefore, the unauthorized use of drones (UAV) on San Diego State University property by student organizations is prohibited without prior approval.

**(15) Electronic and Mobile Payment Services.** Although not a University recommended or endorsed method of funds collection, electronic and mobile payment services (e.g. PayPal, Venmo, Cash) may be used to collect funds for organizations. Currently, withdrawals from these applications cannot be directly deposited into an Associated Students bank account. To this end, it is the responsibility of the individual member whose bank account is linked with the payment service account to ensure that the organizational funds (e.g. dues, fundraising, donations) are deposited into the Associated Students, or if exempt, the organization's, bank account. The organization's member linked with the Venmo account assumes all financial liability for the funds, including the withdrawal, deposit into the organization's account and any federal tax liability. Additionally:

1. Funds cannot be collected or used to purchase items that are violation of policy or law.
2. Funds collected using electronic and mobile payment services may not be used as petty-cash and may not be used for purchases prior to being deposited into the organization's bank account.
3. Funds collected using electronic and mobile payment services must be deposited in the student organization's bank account within 5 business days of the end of the event.
4. It is prohibited to misappropriate funds collected using electronic and mobile payment services by Recognized Student Organizations and the individual(s) and organization may be investigated.

**(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.

**(17) Fire and Life Safety.** Recognized student organizations must follow all San Diego State University Regulations for Building and Grounds, as well as all directives by Environmental Health & Safety at SDSU, including, but not limited to:

1. If required, failure to submit a diagram for review and approval for campus events that

- include, but are not limited to, portable, prefabricated or site built structures.
2. Failure to comply with a request by an EHS representative while they are acting in accordance of their duties, including table/booth inspection, or ensuring compliance with regulations.

**(18) Fireworks.** Fireworks are prohibited unless a permit has been obtained from the Office of the State Fire Marshal. Requests to use fireworks shall be directed to EHS at (619) 594-6778. All requests shall be made at least 30 days prior to the date of the event. The unapproved use of fireworks is strictly prohibited.

**(19) Harassment and Abusive Behavior,** including:

1. Recognized organizations may not engage in any organizational activities involving sexually abusive or obscene activity.
2. Recognized organizations may not engage in any organizational activity that makes specific members of the campus community the subject of harassment, intimidation, or hostility because of their race, religion, color, ethnicity, citizenship, gender, gender identity or expression, disability, sexual orientation, or national origin.
3. Recognized organizations shall not engage in any physical abuse of the person or property of any member of the campus community nor may organization members threaten such physical abuse.

**(20) Hazing or conspiracy to haze.** Joining an officially recognized organization should be a positive experience. New member activities and initiation rituals should focus upon the positive aspects of both the organization and the individual. Abusive behavior toward, or hazing of, a member of the campus community is forbidden.

1. 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.
2. 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.

The term "hazing" does not include customary athletic events or University sanctioned events. Participation in a hazing practice will result in both individual and organizational disciplinary action, including possible expulsion.

Commission of hazing is also a misdemeanor, punishable by up to one year in jail and up to a \$5,000 fine. Hazing cases that involve serious bodily injury or death may be charged as felonies. Disciplinary action will also be instituted against officers who permit hazing to occur within their own organization and students who allow themselves to be hazed may also be subject to disciplinary action. Any proven hazing incident involving serious bodily injury will result in revocation of University recognition, and where applicable, a recommendation to national organization for revocation of the organization's charter.

**Examples** of prohibited hazing activities include, **but are not limited to:**



- Any form or physically demanding activity (calisthenics, runs, etc.) not part of an organized voluntary athletic contest or not specifically directed toward constructive work.
- Paddling, shoving, or otherwise striking individuals.
- Compelling individuals to consume or smoke alcohol, tobacco, or drugs or engage in drinking games.
- Compelling individuals to eat or drink foreign or unusual substances or compelling the consumption of undue amounts or odd preparations of food or liquids.
- Having substances thrown at, poured on, or otherwise applied to the bodies of individuals or writing embarrassing or degrading items on the bodies or clothing or possessions of individuals.
- Morally degrading or humiliating games or any other activities that makes an individual the object of ridicule, amusement or intimidation.
- Abduction or transporting individuals against their will, abandoning individuals at distant locations, conducting any “kidnap,” “road trip,” or “ditch” that might in any way endanger or compromise the health, safety, or comfort of any individual.
- Restraining individuals or intentionally exposing them to extreme temperatures, exposure to the elements or uncomfortable conditions, or confinement to a small space.
- Causing an individual to be indecently exposed, or nonconsensual sexual contact, or sexual situations that make an individual uncomfortable.
- Activities that require a person to remain in a fixed position for a long period of time.
- “Line-ups” involving intense or demeaning intimidation or interrogation, such as shouting obscenities or insults.
- Verbal abuse or assigning derogatory names for members to use when addressing one another.
- Assigning activities such as pranks or scavenger/treasure hunts that compel a person to deface or steal property, engage in humiliating public acts, stunts of buffoonery, or harass other individuals or organizations.
- Tests of courage, bravery, or stamina.
- Physical or mental shocks, regardless of degree or nature.
- Ceremonial burials or satanic rites.
- Compelling individuals to wear or carry unusual, embarrassing, degrading, uncomfortable or physically burdensome articles or apparel.
- Depriving individuals of the opportunity for sufficient sleep (six hours continuous sleep per day minimum), comfortable sleeping arrangements, decent edible meals, or access to means of maintaining bodily cleanliness.
- Activities that interfere with an individual’s academic efforts by causing exhaustion, loss of sleep, or loss of reasonable study time or by preventing an individual from attending class. New member activities shall normally conclude by midnight on school nights.
- Personal servitude or requirements that financially take advantage of a new member.
- Compelling an individual to become branded, tattooed, pierced or shaved.
- Intentionally deceiving new members prior to initiation to make them believe they will not be initiated or will be hurt or struck.
- Excluding an individual from social contact for prolonged periods of time.
- Intentionally creating a mess for others to clean up.
- Compelling individuals to engage in animal cruelty or mistreatment.

- Blindfolding individuals in a manner that may cause intimidation or place the person in danger.
- Depriving new members access to or use of cellular telephones, wallets, keys, and other personal possessions during initiation week.
- Confinement to unreasonably small, poorly ventilated, unsanitary or unlighted areas.
- Any new member, initiation, pre-initiation, or post-initiation event involving alcohol where it is expressed or implied that new members must or feel compelled to consume alcohol or other drugs.

Any activity as described above upon which the initiation or admission into or affiliation with the organization is directly or indirectly conditioned, or implied to be conditioned, or which occurs during a pre-initiation or initiation activity, shall be presumed to be “compelled” activity, the willingness of an individual to participate in such an activity notwithstanding.

A group of students acting together may be considered a “student organization” for the purposes of this policy, whether or not they are officially recognized. Neither the express or implied consent of a victim of hazing, nor the lack of active participation while hazing is going on is a defense. Apathy or acquiescence in the presence of hazing is not a neutral act, and is also a violation of this policy.

It is the specific responsibility of the organization president to ensure that this policy is communicated to and adhered to by all members and new members.

Organizations are responsible for controlling the behavior of their alumni/ae members during initiation or pre-initiation activities. If there is a concern for alumni/ae member(s) of the organization, the organization must disclose the concern to Student Life & Leadership.

Questions concerning this policy should be directed to Student Life & Leadership or the Center for Student Rights & Responsibilities.

**(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.

**(22) Illegal Drugs,** including:

1. Use, possession, manufacture, or distribution of illegal drugs or drug-related paraphernalia, (except as expressly permitted by law and University regulation) or the misuse of legal pharmaceutical drugs at an organization-related event.
2. Use, possession, manufacture, or distribution of illegal drugs or drug-related paraphernalia, (except as expressly permitted by law and University regulation) or the misuse of legal pharmaceutical drugs at an organization-related facility.
3. Failure to terminate the such activity of organization members and initiate organization disciplinary action against the members engaged in misconduct by officers.

**(23) Misuse of University Technology,** including:

1. Misuse of computer facilities, computers, electronic media, social media, mobile applications and all other technologies owned, operated or provided by the University.
2. Failure to follow the campus procedures related to Smart Classroom technology for student organizations.
3. Misuse of the Presence platform, including the posting of events that are or may promote violation of any laws or published University policies.

**(24) Noise, including:**

1. Violation of municipal noise ordinances, including but not limited to failure to obtain a required noise permit for an off-campus event.
2. Excessive noise which disrupts the campus or surrounding community, including but not limited to use of amplified sound on campus (except as expressly permitted in compliance with the *Regulations for Use of San Diego State University Buildings and Grounds*).

**(25) Open Membership.** Eligibility for membership or appointed or elected student officer positions may not be limited on the basis of race, religion, national origin, ethnicity, color, age, gender, gender identity, marital status, citizenship, sexual orientation, or disability. The organization shall have no rules or policies that discriminate on the basis of race, religion, national origin, ethnicity, color, age, gender, gender identity, marital status, citizenship, sexual orientation, or disability. Social fraternities, sororities or other university living group and may impose a gender limitation as permitted by Title 5, California Code of Regulations, Section 41500.

**(26) Organization Facilities, including:**

1. Operating a facility owned, leased, occupied or used by the organization in violation of local zoning ordinances.
2. Failure to maintain safe and sanitary physical conditions in a facility owned, leased, occupied or used by the organization as required by applicable law and University policy.
3. Failure to maintain a facility owned, leased occupied or used by the organization in compliance with the exterior appearance standards.

**(27) Promoters.** Student organizations wishing to contract with promoters should contact Student Life & Leadership BEFORE entering into an agreement. Student organizations may not engage in any on-campus activities on behalf of commercial entities that involve any form of sale or contractual agreement (including credit card sign-ups).

**(28) Property Damage.** Unauthorized destruction, defacement or damage to University property or property of others, including placement of words, symbols or graphics on the property of others, or unauthorized removal, of signs or banners of other student organizations.

**(29) Recognition Reinstatement.** Student organizations that have their recognition suspended or removed must make a formal request for to be reinstated to the Office of Student Life & Leadership and the Dean of Students before they can be considered to return to campus. This includes organizations whose national organization or affiliation removed their recognition or approval of the local organization. Once a formal request has been made, a review of the student life community will be conducted in collaboration with student organization governing boards and a decision to return will be based on feasibility of the organization in the campus community

and governing board policy and procedures. This process supersedes all letters issued prior to an organization leaving or being removed from campus and this process must be adhered to prior to re-chartering

**(30) Smoking.** All Recognized Student Organization events on campus must be completely smoke-free in accordance with San Diego State University's [\*Smoke Free Policy\*](#). Members of the organization and guests are not permitted to smoke on SDSU's property--at the event site and at all other campus locations. Per SDSU policy, "smoking is defined as inhaling, exhaling, burning, or carrying a lighted or vapor-producing tobacco product. Tobacco is defined as all tobacco-derived or containing products, including, but not limited to, cigarettes (clove, bidis, kreteks), electronic cigarettes, cigars and cigarillos, hookah smoked products, and oral tobacco (spit and spitless, smokeless, chew, snuff)."

**(31) Student Organization Banking.** Per California State University guidelines, all student organizations, unless granted an exemption, must bank with the on-campus banking entity (Associated Students). Violations of this policy include:

1. Maintaining an off-campus bank account without an exemption, no matter the circumstance (e.g. maintaining an Associated Students account in addition to the off-campus bank account).
2. Operating off-campus bank accounts that are in addition to and separate from the account associated with the exemption.

**(32) Student Organization Events**

1. Sponsoring, co-sponsoring or conducting an on-campus event, other than a regular organization business meeting, without the approval of Student Life & Leadership (See event approval procedures in Section II of the *SDSU Student Organizations Handbook*)
2. Failure to comply with event approval conditions imposed by Student Life & Leadership or other University offices.
3. Failure to comply with the policies governing student organization events held on campus or funded by the University or a University auxiliary organization.

**(33) Theft,** including:

1. Theft of property or services from the University community, or misappropriation of University resources for the benefit of the organization.
2. Unauthorized removal of University property from common use areas.
3. Possession by the student organization or presence at organization-related facilities of stolen property or University property that has been removed from common use areas without authorization.
4. Unauthorized mass removal of publications from campus distribution racks with the intent of limiting public access to the materials.
5. Theft of property or services from Recognized Student Organizations, student organization events or student organization facilities. "Pranks" where theft is involved are considered to be a violation of this policy.

**(34) Unauthorized entry** into, or presence in:

1. Any facility owned or operated by the University or a University auxiliary organization, or use of property or equipment of the University or a University auxiliary organization, except in accordance with University policies.

2. Trespassing on private property.
3. Violation of visitation policies of University or University auxiliary owned or operated student residential facilities and student organization residential facilities.
4. Violation of University policies regarding entry into and conduct inside fraternity and sorority houses.

**(35) Unauthorized use of SDSU name, symbol(s) and logo(s).** Unauthorized use of San Diego State University or SDSU name, logo or symbols or use not in compliance with University policies.

**(36) Violation of Policies.** Violation of any published University policy, rule, regulation or presidential order, including without limitation:

1. Violation of University policies and procedures pertaining to student organizations set forth in the *Student Organizations Handbook*
2. Violation of the *Regulations for Use of San Diego State University Buildings and Grounds*
3. Violation of [\*Conrad Prebys Aztec Student Union Building Use Guidelines\*](#)
4. Violation of any other published University policy, rule, regulation or presidential order.

**(37) Violations of Law.** Any organization-related act chargeable as a violation of federal, state, or local law.

**(38) Violation of the Student Organization Conduct Procedures,** including:

1. Falsification, distortion, or misrepresentations of information related to a student organization discipline matter.
2. Disruption or interference with the orderly progress of a student organization disciplinary matter.
3. Attempting to discourage a person from participating in a student organization disciplinary matter.
4. Attempting to influence the impartiality of any participant in a student organization disciplinary matter.
5. Verbal, written or physical harassment, intimidation or retaliation of any participant in a student organization disciplinary matter.
6. Failure to comply with the sanction(s) imposed under a student organization disciplinary proceeding.

**(39) Weapons.** The possession and/or use of firearms, ammunition, fireworks, explosives, highly flammable materials, weapons, projectile devices, guns, knives, pellet/air soft or BB guns, replica weapons, dangerous chemicals or any other weapon or material or instrument which poses or may imply a risk of danger is prohibited on campus, at University-related events, and at all student organization functions and facilities (with the exception of properly stored kitchen knives, janitorial supplies and activities with prior authorization of the University President or designee).

### **c. Application of this Code**

Sanctions for the conduct listed above can be imposed on student organizations. Student Organization conduct is within the jurisdiction of the SDSU Student Organization Code of Conduct regardless of whether it occurs on or off campus. Nothing in this Code may conflict with Education Code Section

66301 that prohibits discriminatory action against students based on behavior protected by the First Amendment.

**d. Procedures for Enforcing this Code**

The University, through authority given by the University President to the Vice President for Student Affairs and the Office of the Student Life & Leadership, maintains the exclusive right to impose sanctions upon student organizations for acts that violate this Student Organization Code of Conduct. The Office of Student Life & Leadership shall develop and adopt procedures to ensure student organizations are afforded notice and the opportunity to be heard before the University imposes any sanction for a violation of the Student Organization Code of Conduct.

## **APPENDIX F - Executive Order 1068 Student Activities**

### **Policy**

This executive order (EO 1068) establishes systemwide policies, procedures, and guidelines for student organizations and activities. All provisions in this executive order are expected to be implemented by the 2012-2013 academic year.

### **Student Organizations**

Campuses shall establish and publish procedures for formal chartering and recognition of student organizations in compliance with the following policies:

#### **Formal Chartering and Recognition Policies**

Campuses shall comply with all student organization filing requirements described in California Code of Regulations, Title 5, Article 4, Nondiscrimination in Student Organizations, Sections 41500 (Withholding of Recognition), 41501 (Definition of Recognition), 41503 (Filing Requisites), and 41504 (Penalties). These sections require each student organization to deposit with the vice president of student affairs or his/her designee copies of all constitutions, charters, or other documents relating to its policies. Documents shall be refiled within 90 days after any substantive change or amendment.

No campus shall recognize any fraternity, sorority, living group, honor society, or other student organization that discriminates on the basis of race, religion, national origin, ethnicity, color, age, gender, marital status, citizenship, sexual orientation, or disability. The prohibition on membership policies that discriminate on the basis of gender does not apply to social fraternities or sororities or other university living groups. Student organizations shall deliver to the vice president for student affairs or his/her designee a statement signed by the president or similar officer of the local student organization attesting that the organization has no rules or policies that discriminate on the basis of race, religion, national origin, ethnicity, color, age, gender, marital status, citizenship, sexual orientation, or disability. This statement shall be renewed annually.

No campus shall recognize any fraternity, sorority, living group, honor society, or other student organization unless its membership and leadership are open to all currently enrolled students at that campus, except that a social fraternity or sorority or other university living group may impose a gender limitation as permitted by Title 5, California Code of Regulations, Section 41500. Student organizations may require applicants for leadership positions to have been members for a specified period of time, and may require officers to compete for those positions in elections of the membership.

In recognizing student organizations, campuses are encouraged to consider such factors as the mix of students who reside on campus, students who commute, part-time and full-time students, students who are working while attending college, and other factors that will provide opportunities that meet the diverse needs of students seeking to affiliate with student organizations.

#### **Withholding and Withdrawing Official Recognition**

Official recognition of student organizations that fail to abide by the open membership policy or that discriminate on the basis of race, religion, national origin, ethnicity, color, age, gender, marital status, citizenship, sexual orientation, or disability shall be withdrawn.

In addition, official recognition of a student organization may be withdrawn for hazing or conspiracy to

haze as defined in the California Code of Regulations, Title 5, Standards for Student Conduct, Section 41301(b)(8). Individual students may be disciplined for hazing under Section 41301(b)(8).

Campuses may establish codes of conduct for student organizations and procedures for sanctions against the organizations. Sanctions may include actions such as withdrawal of recognition, suspension of recognition for a specified period of time, probation (warning that might lead to a more severe sanction), restriction of privileges, reprimand, and restitution for losses caused.

### **Minimum Number of Students**

Official recognition of a student organization requires a minimum of five CSU students who are currently enrolled in at least one class. A maximum of twenty percent of the members of a student organization may be individuals who are not CSU students, e.g., community members, students at other colleges. Only students enrolled at the CSU campus may vote on issues that come before the student organization. The vice president of student affairs or designee may waive the twenty percent and voting provisions for fraternities and sororities to accommodate such organizations as the National Panhellenic Council that includes representatives from non-CSU campuses. Documentation for this waiver shall include copies of national charters or other appropriate documentation, and these documents shall be submitted to the vice president of student affairs or designee. Campuses retain authority to include additional requirements for recognition and/or to make the requirements listed here more limiting.

### **Club Advisors**

Each officially recognized student organization must have a university advisor who is either a faculty member or professional member. Campuses may permit part-time faculty and professional staff to serve as advisors. Advisors should not be selected from auxiliary organizations. Campuses should develop a training and orientation program for university advisors to student organizations.

### **Training/Orientation Programs**

The CSU Alcohol Policies and Prevention Program (Board Resolution REP 07-01-03) requires campuses to provide orientation programs for student organization advisors and for student officers that outline policies, expectations, and information on alcohol use/abuse. This orientation may be provided to officers of student organizations in writing or electronically, and an acknowledgement of completion of this orientation that includes the name of the student organization and student officer(s) shall be retained by the vice president of student affairs or designee.

In addition, campuses shall advise student organizations and student officers about the California State University Student Conduct Code in Title 5, California Code of Regulations, Section 41301.

### **Role of Auxiliary Organizations in Recognizing Student Organizations**

Campuses may not delegate the process of approving or managing student organizations or their activities. Auxiliary organizations may not manage student organizations or approve student activities. Auxiliary organizations may not provide auxiliary funds or facilities to student organizations that are not currently recognized by the campus. Funding and use of facilities are available only to student organizations that are currently recognized by the campus.

### **Off-Campus Student Activities**

Campuses shall comply with Section 41301, Standards for Student Conduct, of Title 5 of the California Code of Regulations. This section clarifies the university's authority for off-campus behavior that includes students who are members of clubs and organizations. The Student Conduct Code sets the



standard of expected behavior and describes conduct that is unacceptable and subject to discipline through the university's disciplinary process.

### **Overall Program Evaluations**

Campuses shall assess student organizations and activities programs biennially. The review shall include the assessment of such factors as risk management, program quality, student satisfaction, student participation growth, and how the student organizations and activities support the goals of the university. Campuses may develop an individual assessment instrument or select an existing assessment instrument, e.g., The Council for the Advancement of Standards in Higher Education (CAS) or CSU Quality Improvement (QI). The biennial reports shall be submitted to the Office of the Chancellor in August of every even-numbered year.

### **Club Sports Insurance**

Officially recognized student club sports at all CSU campuses must carry adequate liability and secondary medical insurance as determined in collaboration with the campus risk managers or the Office of Risk Management in the Chancellor's Office for all participants and coaches, including non-students and volunteers. The insurance shall cover travel, practices, and competition. Each campus may develop its own method for insurance coverage requiring participants to pay or other fiscally sound approaches as authorized by the campus vice president for student affairs or his/her designee. In no case may a campus use state appropriations to pay for club sports insurance. No student, non-student, or volunteer may participate in a club sport without approved insurance, and no club may be recognized or organized to participate in practices, competition, or travel without approved insurance.

Insurance documents should include appropriate hold harmless provisions as follows: "Insured shall hold harmless, indemnify, and defend the state of California, the Trustees of the California State University, the (campus) and the officers, employees, volunteers and agents of each of them from and against any and all liability, loss, damage, expense, costs of every nature, and causes of actions arising out of or in connection with the use by the insured of said property or participation in said activity."

### **Supersedes**

Executive Order 1006

### **Issued by**

Charles B. Reed, Chancellor