

March 16, 2022

Sigma Gamma Rho Sorority

Sent electronically to [REDACTED]

Regarding Case Number: 2021182905

Dear Chapter President:

A University Conduct Committee hearing was held on February 23, 2022, and March 10, 2022 to resolve alleged Code of Student Conduct policy violations brought forward against Sigma Gamma Rho involving alleged unsanctioned, off-campus events that occurred in the fall 2020 and spring 2021 semesters. Upon a receipt of two reports in November 2021, the Office of the Dean of Students began a Code of Student Conduct investigation.

Specifically, the hearing was held to determine if Sigma Gamma Rho Sorority at BGSU, is more likely than not in violation of the below six (6) policies from the 2020-2021 BGSU Code of Student Conduct, which prohibited the following behaviors:

6.B.2. Offenses Against Persons: Hazing – When done intentionally, knowingly, or recklessly, for the purpose of initiating, admitting, or affiliating an individual into or with a band, athletic team, club, or recognized student organization, or for the purpose of continuing or enhancing an individual's membership or status in a band, athletic team, club, or recognized student organization, the Code prohibits causing, coercing, or forcing an individual to do any of the following:

- a. Consume any food, liquid, drug, or other substance.
- b. Endure any act of a physical nature including, but not limited to, whipping, beating, branding, paddling, kicking, pushing, shoving, tackling, calisthenics, or exposure to the elements.
- c. Endure any act which may adversely affect the mental health or dignity of the individual including, but not limited to, sleep deprivation, exclusion from social contact, or conduct that could result in extreme embarrassment or degradation.

d. Any activity which has the potential to be frightening, degrading, or unduly deceptive, including deception designed to convince the individual of impending pain, injury, or non-initiation including, but not limited to, promoting servitude, berating or verbally harassing individuals, throwing items at or on individuals, forcing individuals to carry items, forcing individuals to yell when entering or departing a physical structure or in the presence of designated individuals, forcing individuals to use designated entrances or exits, requiring individuals to run personal errands, intentionally creating labor or clean-up work, and requiring individuals to wear scant clothing or to be nude.

h. Any violation of federal, state, or local law or rule or University policy.

6.B.1.a. Offenses Against Persons: Harm to Others – Endangering, threatening, intimidating, or attempting to cause physical harm to another person, causing reasonable apprehension of such harm or engaging in conduct or communications that a reasonable person would interpret as a serious expression of intent to cause harm.

As I outlined to you in the hearing outcome letter on March 16, 2022, I found the organization responsible for the six (6) charges of violating the Code of Student Conduct as listed above, using the Preponderance of the Evidence standard of proof as required by the Code. These findings were supported by information obtained via an investigation conducted by Michael Botts and Lakeshia Dowlen as well as witness testimony during the University Conduct Committee hearing on February 23, 2022 and March 10, 2022.

Sanctions

In determining sanctions for these violations, I considered multiple factors. The conduct in fall 2020 and spring 2021 for which the organization has been found responsible jeopardized the health and safety the community at-large and caused harm to specific individuals.

First, providing locations and the atmosphere for high-risk drinking without appropriate monitoring is dangerous, irresponsible, and never condoned.

Next, I note that conduct for which the organization has been found responsible constituted hazing. Hazing of any kind is intolerable at BGSU and has absolutely no place in our community. The hazing by Sigma Gamma Rho Sorority during the fall of 2020 and spring of 2021 was that of an egregious and severe nature, at times involving physical violence. The organization required interests to run errands for active members, such as purchasing alcohol and marijuana while suggesting they steal items if they could not afford them, which promoted criminal activity. The organization's conduct in regard to physically striking interests of the organization posed a substantial risk of serious physical harm to individuals. Requiring interests to consume alcohol at the event on January 13, 2021, which resulted in one potential member vomiting, posed a substantial risk of serious physical harm to interests.

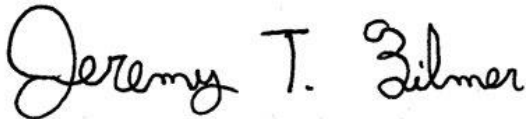
Additionally, intentional deception was embedded in the culture of the organization. Extreme

measures were taken by the organization members to ensure that the hazing activities remained secret such as: taking interests cell phones to delete evidence, requiring interests to block the interests who withdrew from the process on their phone, telling interests that they would get in trouble for reporting concerning behaviors and that they would be “jumped.” These intimidating and threatening actions speak to the values of the organization and the risks posed to the community.

Given the totality of these considerations, Sigma Gamma Rho Sorority Inc., at BGSU is immediately expelled. Expulsion is the permanent loss of recognition at BGSU. In accordance with the sanction of expulsion, the organization is prohibited from recognition on the Bowling Green or Firelands campuses. This sanction of expulsion will be permanently noted on the organization’s disciplinary record effective March 16, 2022.

You, on behalf of the organization, have the right to appeal the outcome and sanctions within five (5) business days. Sanctions are effective immediately. Upon submission of appeal, the sanctions will be held in abeyance until the appeal process has been exhausted. Should the organization choose to exercise this right, you must submit the appeal on behalf of the organization online via the [Appeal Form](#) no later than 5:00 p.m. on **March 23, 2022**. Chris Bullins, Dean of Students, will review the appeal and issue a final decision.

Sincerely,

A handwritten signature in black ink that reads "Jeremy T. Zilmer". The signature is written in a cursive, flowing style.

Jeremy Zilmer
Associate Dean of Students

CC: Sigma Gamma Rho Sorority Inc., Corporate Headquarters