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### **Alpha Phi Sorority**

#### **Case Creation Date:**

- March 24, 2022

#### **Incident Summary:**

- *The afternoon of February 21st, an incident occurred where members of Alpha Phi were engaging in underage drinking, engaging in inappropriate behaviors on campus, refusing to cooperate with staff attempts to address the situation, and providing false identification information to police officers.*

#### **Student Organization Code of Conduct Violations:**

- (1) Aiding and Abetting:
  - (C) Encouraging, permitting, or assisting another to do any act that could subject him or her to discipline.
- (2) Alcohol
  - A copy of the University's Alcohol Policy shall be provided to each student organization president and must be followed. The University's Alcohol Policy is in compliance with California Law, which prohibits the sale or giving of any alcoholic beverage to any person under the age of 21.
  - Student organizations are in violation of University policy if any individuals under the age of 21 are in possession of alcoholic beverages at an activity sponsored/hosted by the student organization and/or if intoxicated individuals consume alcohol.
  - All student organization presidents must sign an agreement to abide by and uphold the University's Alcohol Policy as well as present an alcohol awareness program to their organizations (which should be pre-approved by the Prevention Education Program Center) or arrange for an alcohol awareness program approved by the Prevention Education Program Center.
  - Student organizations sponsoring events are responsible for following the appropriate procedures to prevent underage drinking, including providing alternatives to alcohol.
- (5) Disorderly Conduct:

- (A) Any offensive or disorderly act or display which interferes with the rights of others.
- (C) Excessive noise which is disruptive to the campus or surrounding community.
- (08) Failure to Comply
  - (C) Failure to follow all policies and procedures established by the University pertaining to student organizations, including fraternities and sororities, as outlined in the Student Organizations Handbook.
- (17) Pledging and New Member Intake
  - Student organizations that are not in compliance with pledging/new-member education requirements as outlined in their local and national constitutions and/or by-laws.

#### **Sanctions:**

- **Organization Disciplinary Probation Extended until May 31, 2023.**
  - Disciplinary Probation is a period of time in which the privileges of continuing as an RSO are conditioned upon future behavior. Conditions may include the potential loss of specified privileges to which an RSO would otherwise be entitled, and/or the probability of more severe disciplinary sanction if the organization is found to violate the Student Organization Code of Conduct or any University policy during the probationary period. Any conduct-related sanctions related to a violation of Organization Disciplinary Probation shall be determined by the Director of Student Conduct and Ethical Development, or the person's designee, in accordance with University policy governing the student organization conduct process.
- **Host Two Alpha Phi Sponsored Workshops on or before Dec 31, 2022.**
  - The topic of the workshops will be related to 1) Underage Drinking and 2) Bystander Intervention. You shall connect with various offices to help with the content of the workshop; e.g. Alpha Phi National Headquarters. No less than 80 percent of the active membership shall be in attendance. Submit documentation of the workshop and a roster of attendees to Student Conduct and Ethical Development at [studentconduct@sjsu.edu](mailto:studentconduct@sjsu.edu).
- **Host Two SJSU Workshops for Alpha Phi on or before May 31, 2023.**
  - These workshops will be hosted by campus staff on the topics related to your incident. You should connect with [studentconduct@sjsu.edu](mailto:studentconduct@sjsu.edu) to schedule these workshops. No less than 80 percent of the active membership shall be in attendance. Submit documentation of the workshop and a roster of attendees to Student Conduct and Ethical Development at [studentconduct@sjsu.edu](mailto:studentconduct@sjsu.edu).
- **Restriction of Privileges until formal presentation.**
  - The student organization, Alpha Phi, is restricted from participating in key

activities on campus while they realign themselves with organization and university values. Organizational operations should be focused on the redevelopment of the organization to ensure alignment with policies and procedures.

- Things that are not allowed during this period include (but are not limited to): sponsoring or co-sponsoring any activity that is social in nature, including with or without alcohol; any events with other organizations; recruitment of any kind, hosting or attending philanthropic activities.
- Things that are allowed during this period include (but are not limited to): service activities; campus-sponsored events that are not social in nature; sisterhood events with the approval of the chapter advisor; and chapter business activities such as chapter meetings, executive board meetings, and judicial hearings.
- Alpha Phi must be substance-free during the duration of the restriction of privileges. Any questions about what is or is not allowed should be addressed to SJSU's Office of Student Conduct and Ethical Development.
- These privileges will be restored when the organization conducts a presentation that demonstrates their commitment to aligning with university and organizational values and serving as a positive presence on campus. These presentations should demonstrate their commitment, share their vision and goals, review steps and actions already taken, and outline a plan for the future. This presentation will be presented to Student Conduct and Ethical Development and Student Involvement, although other key university staff may be invited to attend. A prompt and grading matrix is attached and a score of 80% is required to regain privileges.