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Alpha Tau Omega Fraternity

Case Creation Date:

- March 11, 2021

Incident Summary:

- *It is alleged that Alpha Tau Omega had numerous formal/informal events during the 2020-2021 academic year when the University expected all events online and the state of California Department of Public Health had a restriction that no more than three (3) households could interact as of an October 9, 2020 announcement that was in effect until April 15, 2021. Events ranged from planning an in-person social gathering, gym hours after initiation or in-person meetings with active members during pledge process.*

Student Organization Code of Conduct Violations:

- (8) Failure to Comply with Student Organization Handbook
 - (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.
- (18) Risk Management of Events
- (24) Violations of Civil or Criminal Law
 - Student organizations in violation of local, state, or federal law are in violation of the University Code of Conduct. University sanctions for such violations may be imposed independently of and prior to the disposition of any legal proceeding in a civil or criminal justice case.

Sanctions:

- **Organization Disciplinary Probation/Deferred Suspension until March 23, 2022.**
 - Disciplinary Probation is a period of time in which the privileges of continuing as a RSO are conditioned upon future behavior. Conditions may include the potential loss of specified privileges to which a 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.

- **Elimination of all in-person activities for the remainder of the 2020-2021 Academic Year.**
 - This is in adherence with Student Involvement guidelines already articulated to all Student Organizations.
- **COVID-19 Expectation Agreements signed by all members for Spring 2021 and Fall 2021.**
 - 100% of the chapter membership (active & new members) must sign COVID-19 Expectation Agreements prior to any recruitment activities each semester. Agreements will be provided to chapter leadership by Student Conduct & Ethical Development via DocuSign. Chapter leadership is responsible for ensuring completion. The agreements must be submitted to Student Conduct & Ethical Development prior to the start of any recruitment activities.
- **COVID Guidelines Presentation by September 1, 2021.**
 - Chapter leadership will research best practices for education around University COVID-19 expectations for the Fall 2021 semester. An interactive presentation will be created and approved by the Director of Student Involvement, or the person's designee. Approval should be requested 2 weeks prior to presenting. Upon approval, the leadership will present to the chapter. 90% of the chapter should be present. Presentation must be open to the campus community and neighbors. The presentation should be a minimum of 25 minutes.
- **Event Planning Training Presentation by October 1, 2021**
 - 90% of chapter executive board leadership (President, Social Chair & Risk Manager are required roles) shall attend training with Student Involvement staff prior to their first social event in Fall 2021 to ensure understanding of appropriate themes, event registration, and university expectations.
- **Development and review of an organizational New Member Plan in consultation with Alpha Tau Omega Fraternity Headquarters.**
 - Once approved by headquarters, the plan must be submitted to Student Involvement for approval. Members of the organization must provide with the Director of Student Involvement, or the person's designee, a new member plan prior to beginning any new member recruitment processes. The current plan, on file with Student Involvement, must be updated prior to the start of a new process. Additionally, the governing leadership of the organization (e.g., national or regional executive board) must approve of the

new member plan prior to its enactment. The organization shall not be permitted to conduct new member recruitment activities (e.g., canvassing, tabling, hosting or participating in recruitment events, etc.) until receiving written permission from the Director of Student Involvement, or the person's designee.

- **Continued Cease and Desist Order until the end of the Student Conduct appeal process or accepting of the proposed sanctions.**
 - A Cease and Desist Order stipulates that the organization is restricted from conducting and/or participating in organized or community activities. This includes, but is not limited to, participating in or hosting social events, philanthropy, fundraisers, service activities, and/or meetings of any kind. While active, a Cease and Desist Order requires that any organization-related communication involving active members and pledges/new members must be limited to the distribution and clarification of conduct-related sanctions. Communication includes, but is not limited to, in-person meetings, email, SMS messages, and social media. A violation of a cease and desist directive may lead to more severe university sanctions that could, among other sanctions, include the organization's permanent withdrawal of recognition from the institution.