

October 20, 2017

38

Sent electronically to: 38

Regarding Case Number 38

Dear 38,

Our office received information that Alpha Kappa Lambda (AKL) was allegedly involved in incidents that may have resulted in violations of the Washington State University Standards of Conduct for Students (*Standards*). According to the information we received, during the Fall 2017 semester, between September 5, 2017 and October 9, 2017 AKL allegedly engaged the following behavior:

- Initiated members of AKL confiscated the belongings of new members, forced them to stand against a wall with their knees and noses touching the wall, verbally berated the new members, and forced them to do "wall sits."
- On October 9, 2017, initiated AKL members engaged in the behavior listed above and also put pillow cases over the heads of the new members and then taped 40oz containers of malt liquor to their hands. The new members were allegedly told that they would not be "let off the wall" until all of the alcohol had been consumed. The information also indicates that one new member sustained a burn to his finger from a lighter that may have been wielded by an initiated member.
- During rush week, a new member had to go to the hospital due to alcohol poisoning.

As part of our investigation, we would like to discuss this situation with you. We have scheduled the following meeting for you:

Meeting Date: Wednesday, October 25, 2017

Time: 3 p.m.

Meeting with: Holly Campbell and Stephan Jean Louis

Location: French Administration 130

If this time will not work for you, please contact my office to reschedule, no later than 24-hours before the meeting. During the investigation and any resulting conduct process, the following conditions apply. I would recommend that you read these carefully as any actions in violation of these directives could be considered independent violations of the Standards. I encourage you to read all the Standards of Conduct, available at www.conduct.wsu.edu.

You may need to interact with potential witnesses in the performance of your educational and other activities at WSU. However, you must not attempt to influence potential witnesses or alter or destroy any records related to the events being investigated. In addition, you should refrain from unnecessary dissemination of information and speculation regarding the alleged acts or the investigation.

Do not contact any person you may believe is the reporting party for any purpose relating to these incidents, whether in person, through a third party, or by any other means (including social media).

You are prohibited from engaging in any form of retaliation against any person participating in, or that may participate in, the conduct process. Any retaliatory acts or attempts to influence the conduct process will be considered an additional violation of the Standards. You should regard the interests of anyone who is involved in this matter as broadly defined, including their personal and professional information.

WSU values the safety of our community and as such, expects you be honest and forthcoming in the investigation process.

You will be asked during your meeting if there are other witnesses you believe we should interview. If you have information regarding other involved parties, please bring that information with you to your meeting. We also request that you bring all records in your possession that may be relevant to this matter. You may bring a written statement responding to the incidents described above to this meeting; however, a written statement is not required.

If you have any questions, feel free to contact me at 509-335-7231.

Sincerely,

A handwritten signature in cursive script, appearing to read "Holly Campbell".

Holly Campbell
Office of Student Conduct

October 19, 2017

Sent via e-mail ( 38

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38 Alpha Kappa Lambda

Re: Notice of Interim Suspension

Dear  38 :

I am writing to notify you of my decision to impose an interim suspension on Alpha Kappa Lambda (AKL), effective immediately.

This decision is based on information received by the Office of Student Conduct and AKL National Headquarters indicating that AKL may be responsible for serious hazing of new members of Pledge Class 2017.

These allegations demonstrate serious threats to the University community. Do not contact any of the new members directly, through a third party, or through any other means.

The conduct described above, if true, is a violation of University policies and regulations as stated in the *Standards*, <http://conduct.wsu.edu/policies> and the WSU Standards of Conduct for Students. AKL is being charged with violating the *Standards* listed in Attachment A.

Based on the information currently available, I have determined that AKL's alleged participation in the above-described events likely constitutes violations of the *Standards* and AKL's 2017 Relationship Agreement with the University (Relationship Agreement). I have determined that your alleged conduct constitutes an immediate danger to the health, safety or welfare of members of the university community and public at large, creates an ongoing disruption of the operations of the university, and prevents other students from completing their education. Further, this behavior is sufficiently serious and alarming that we must institute emergency measures to protect members of the university community. As such, I conclude the circumstances pose an immediate danger to the health, safety, and welfare of the WSU community and that interim suspension is warranted.

Based on the above facts and conclusions, I am acting on my authority under WAC 504-26-406, **Interim Suspension** and section V.1 of the Relationship Agreement and ordering AKL be suspended immediately.

This interim suspension means that the chapter should immediately cease all new member activities and/or meetings; and shall not hold or participate in any activities, events, chapter operations, or business. The chapter should cease and desist all operation, until notified otherwise.

Attachment B

WAC 504-26-204. Abuse of others or disruption or interference with the university community. Abuse of others or disruption or interference with the university community includes, but is not limited to: (1) Physical abuse, threats, intimidation, and/or other conduct that threatens, endangers, harms, or undermines the health, safety, or welfare of the university community or any person, including, but not limited to, domestic or intimate partner violence. (2) Conduct that disrupts the university community or prevents other students, employees, or guests of the university from completing their duties. (3) Conduct that interferes with or disrupts the university's mission, operations, or activities.

WAC 504-26-210. Violation of law. Conduct which would constitute violation of any federal, state, or local law.

WAC 504-26-224. Reckless endangerment. Engaging in conduct that creates an unreasonable risk of harm to another person or property.

WAC 504-26-212. Alcohol. Use, possession, manufacture, or distribution of alcoholic beverages (except as expressly permitted by university regulations, and federal, state, and local laws), or public intoxication. Alcoholic beverages may not, in any circumstance, be used by, possessed by, or distributed to any person under twenty-one years of age.

WAC 504-26-209. Violation of university policy, rule, or regulation. Violation of any university policy, rule, or regulation published electronically on the university web site or in hard copy including, but not limited to, Washington State University's alcohol and drug policy, executive policy 15 (policy prohibiting discrimination, sexual harassment and sexual misconduct), and housing and residence life policy.

WAC 504-26-206. Hazing.

(1) No student or student organization at Washington State University may conspire to engage in hazing or participate in hazing of another.

(a) Hazing includes any activity expected of someone joining a group (or maintaining full status in a group) that causes or is likely to cause a risk of mental, emotional and/or physical harm, regardless of the person's willingness to participate.

(b) Hazing activities may include but are not limited to the following: Abuse of alcohol during new member activities; striking another person whether by use of any object or one's body; creation of excessive fatigue; physical and/or psychological shock; morally degrading or humiliating games or activities that create a risk of bodily, emotional, or mental harm.

Attachment A

WAC 504-26-204. Abuse of others or disruption or interference with the university community. Abuse of others or disruption or interference with the university community includes, but is not limited to: (1) Physical abuse, threats, intimidation, and/or other conduct that threatens, endangers, harms, or undermines the health, safety, or welfare of the university community or any person, including, but not limited to, domestic or intimate partner violence. (2) Conduct that disrupts the university community or prevents other students, employees, or guests of the university from completing their duties. (3) Conduct that interferes with or disrupts the university's mission, operations, or activities.

WAC 504-26-210. Violation of law. Conduct which would constitute violation of any federal, state, or local law.

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WAC 504-26-212. Alcohol. Use, possession, manufacture, or distribution of alcoholic beverages (except as expressly permitted by university regulations, and federal, state, and local laws), or public intoxication. Alcoholic beverages may not, in any circumstance, be used by, possessed by, or distributed to any person under twenty-one years of age.

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(1) No student or student organization at Washington State University may conspire to engage in hazing or participate in hazing of another.

(a) Hazing includes any activity expected of someone joining a group (or maintaining full status in a group) that causes or is likely to cause a risk of mental, emotional and/or physical harm, regardless of the person's willingness to participate.

(b) Hazing activities may include but are not limited to the following: Abuse of alcohol during new member activities; striking another person whether by use of any object or one's body; creation of excessive fatigue; physical and/or psychological shock; morally degrading or humiliating games or activities that create a risk of bodily, emotional, or mental harm.

(c) Hazing does not include practice, training, conditioning and eligibility requirements for customary athletic events such as intramural or club sports and NCAA athletics, or other similar contests or competitions, but gratuitous hazing activities occurring as part of such customary athletic event or contest are prohibited.

(2) Washington state law also prohibits hazing which may subject violators to criminal prosecution. As used in RCW 28B.10.901 and 28B.10.902, "hazing" includes any method of initiation into a student organization or living group, or any pastime or amusement engaged in with respect to such an organization or living group that causes, or is likely to cause, bodily danger or physical harm, or serious mental or emotional harm, to any student or other person attending a

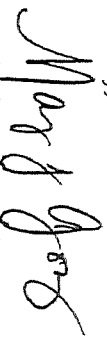
This order shall take effect **IMMEDIATELY**. Failure to abide by this order may result in additional violations or contact with local police.

An interim suspension does not replace the regular administrative hearing process. An administrative hearing to determine responsibility for the charges, which is the basis for this interim suspension, will be held as soon as feasible from the date you receive this notice.

All notifications will be sent to your WSU email address. I recommend that you check your WSU email account regularly.

Please contact Adam Jussel (adam.jussel@wsu.edu; 509-335-4532) in the Office of Student Conduct if you have questions about the administrative hearing or interim suspension process.

Sincerely,



Mary Jo Gonzales, Ph.D.
Vice President of Student Affairs

cc w/ encl.:

Bill Gardner, Executive Director, Public Safety
Adam Jussel, Director, Student Conduct



WSU Interfraternity Council
Compton Union Building 323
October 18th, 2017

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Alpha Kappa Lambda

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This correspondence will serve as an official notice that the Delta chapter of Alpha Kappa Lambda has allegedly violated Washington State University Interfraternity Council bylaws, and WSU WAC Policies, specifically the section(s) outlined below:

- Washington State University Hazing Policy

The Greek Standards Board has referred Alpha Kappa Lambda to the Washington State University Office of Student Conduct after receiving a report citing alleged incidents of hazing involving members of the Alpha Kappa Lambda (AKL) Fraternity at WSU. We reiterate the importance of being compliant with University policy and the Greek Standards Board process, which include not discussing the alleged activity with parties involved and prohibiting any retaliation towards any participant in this process.

It has also come to our attention that AKL's chapter operations have been suspended by its national headquarters as of October 18, 2017. As a result and in accordance with the Interfraternity Council Bylaws (Article III, Section VII), the Executive Council has enacted an immediate temporary suspension of AKL from the Interfraternity Senate. All privileges previously granted to your organization by the IFC bylaws are currently suspended until further notice. It is required that this emergency suspension is confirmed by the Interfraternity Senate within seven days of the Executive Council's suspension. We will seek this confirmation at the October 24th meeting of the Interfraternity Senate.

Upon the completion of Student Conduct's investigation, Alpha Kappa Lambda's case will be reevaluated by the Greek Standards Board to further resolve any possible violations of the Interfraternity Council Bylaws.

Please refer any questions regarding your status with the IFC to [REDACTED], at

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and any questions regarding your status with GSB to [REDACTED]

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Executive Council

Washington State University Interfraternity Council

public or private institution of higher education or other postsecondary education institution in this state.

(3) Washington state law (RCW 28B.10.901) also provides sanctions for hazing:

(a) Any person who violates this rule, in addition to other sanctions that may be imposed, shall forfeit any entitlement to state-funded grants, scholarships, or awards for a period of time determined by the university.

(b) Any organization, association, or student living group that knowingly permits hazing by its members or others subject to its direction or control shall be deprived of any official recognition or approval granted by the university.

19 October 2017

38
Alpha Kappa Lambda

Sent via email to: 38

Dear 38

Our office received information that Alpha Kappa Lambda (AKL) was allegedly involved in incidents that may have resulted in violations of the Washington State University Standards of Conduct for Students (*Standards*) listed in Attachment B. According to the information we received, during the Fall 2017 semester, between September 5, 2017 and October 9, 2017 AKL allegedly engaged the following behavior:

- Initiated members of AKL confiscated the belongings of new members, forced them to stand against a wall with their knees and noses touching the wall, verbally berated the new members, and forced them to do "wall sits."
- On October 9, 2017, initiated AKL members engaged in the behavior listed above and also put pillow cases over the heads of the new members and then taped 40oz containers of malt liquor to their hands. The new members were allegedly told that they would not be "let off the wall" until all of the alcohol had been consumed. The information also indicates that one new member sustained a burn to his finger from a lighter that may have been wielded by an initiated member.
- During rush week, a new member had to go to the hospital due to alcohol poisoning.

It is alleged that you spoke to AKL National Headquarters on October 18, 2017, and admitted to the majority of this behavior. All of this behavior resulted in new members experiencing mental, physical and emotional harm.

This letter is official notice that Alpha Kappa Lambda is under investigation for the incidents described above. During the investigation and any resulting conduct process, the following conditions apply: I would recommend that you read these to your members, and send this letter to them directly, as any actions in violation of these directives could be considered independent violations of the *Standards*.

You and other members of Alpha Kappa Lambda may need to interact with potential witnesses in the performance of your educational and other activities at WSU. However, you must not attempt to influence potential witnesses or alter or destroy any records related to the events being investigated. In addition, you should refrain from unnecessary dissemination of information and speculation regarding the alleged acts or the investigation.

Do not contact any person you may believe is the reporting party for any purpose relating to these incidents, whether in person, through a third party, or by any other means (including social media).

WSU expects you and all members to cooperate in all phases of this investigation and any ensuing actions. This includes attending all or any investigative meetings, and being honest and forthcoming in providing all relevant information to investigators.

Members are prohibited from engaging in any form of retaliation against any person participating in, or who may participate in, the conduct process. Any retaliatory acts or attempts to influence the conduct process will be considered an additional violation of the *Standards*. You should regard the interests of anyone who is involved in this matter as broadly defined, including their personal and professional information.

You are also required to follow any directives issued by AKL National Headquarters.

At the end of the investigation, the Office of Student Conduct (OSC) may refer the matter to a conduct officer or to an Administrative Law Judge. OSC will make every effort to carry out a prompt investigation. If you have any witnesses you believe we should interview, please provide me with a list as soon as possible, as well as a brief description of the information you believe each witness can provide. Also, please provide me with all records in your possession that may be relevant to this matter.

Campbell, Holly Marie

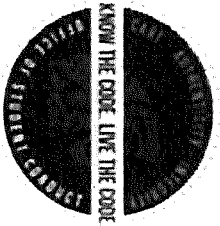
From: Campbell, Holly Marie
Sent: Thursday, October 19, 2017 2:37 PM
To: [REDACTED] 38
Cc: Jussel, Adam B
Subject: WSU Office of Student Conduct Notice of Investigation AKL
Attachments: Alpha Kappa Lambda_NOI_101917.pdf

Dear [REDACTED] 38

Please see the attached document. Let me know if you have any questions.

Regards,

Holly Campbell
Student Conduct Officer
WSU Office of Student Conduct
360H Lighty
509-335-7231 Direct Line/509-335-4532 Main Office Line



Our office has scheduled an appointment with you as follows:

Meeting Date: Monday, October 23, 2017
Time: 9:00 a.m.
Meeting with: Holly Campbell and Christina McGillvray
Location: French Administration 130

You may bring a written statement responding to the incidents described above to this meeting, however a written statement is not required. If you choose not to participate in this investigation, it will proceed without your participation.

To prepare for the meeting, I recommend that you familiarize yourself with the Standards of Conduct for Students, and the WSU Group Accountability Statement, which is available at conduct.wsu.edu. Under the *Standards*, "[s]lorities, fraternities, and recognized groups shall comply with the standards of conduct for students and with university policies. When a member or members of a student organization violates the standards of conduct for students, the student organization and/or individual members may be subject to appropriate sanctions authorized by these standards." You may contact the conduct officer listed above to review the file in advance of your meeting with them.

I have attached additional information for you about the conduct process as **Attachment A**.

Sincerely,



Director
Office of Student Conduct
Enclosures

Attachment A

Information about the Conduct Process & Frequently Asked Questions

Through the student conduct process, our office engages with students and provides them with educational opportunities in response to behaviors of concern. The WSU conduct process is focused on student care, while upholding the high standards of being a Cougar.

You may not retaliate against any person who issues a complaint or participates in the student conduct process, and you must not attempt to influence potential witnesses or alter or destroy any records related to the events described in the complaint. Any retaliatory acts will be considered an additional violation of the Standards of Conduct.

In addition to your responsibilities, you have many rights under WSU's Standards of Conduct for Students, and you have the power to determine whether or not to exercise those rights. The information below is intended as a brief summary of certain aspects of the conduct process. You should refer to the entire Standards of Conduct, which are available at standards.wsu.edu, if you have any questions. Also, a conduct officer is available during our office hours to discuss your upcoming meeting and your rights.

Q: How does OSC communicate with students?

A: OSC sends communications to your @wsu.edu email address and the mailing address you list in Zzusis. It is your responsibility to update these addresses in Zzusis and to check them frequently.

Q: What will happen during my meeting with the conduct officer?

A: The meeting is informal. During the meeting, the conduct officer will:

- Inform you of the nature of the complaint;
- Explain the university disciplinary process;
- Notify you of your rights and responsibilities;
- Discuss with you potential sanctions involved; and
- Provide you with the opportunity to submit a written explanation of the alleged incident.

Q: What will happen at the end of the meeting?

A: Upon completion of the meeting, the conduct officer may require you to participate in an informal administrative hearing immediately following the conference, or a more formal hearing in front of the University Conduct Board at a date to be determined.

You and the conduct officer may also enter into an agreement, where you agree that you violated all the Standards charged, and agree to certain educational sanctions. **This agreement is not appealable.**

Also, if there is no validity to the complaint, the conduct officer may dismiss or terminate the matter.

Q: What if I don't show up to the meeting?

A: If you fail to appear or fail to reschedule within 24 hours of the meeting, an informal hearing may be held in your absence and a hold will be placed on your enrollment. If an informal hearing is held, a decision will be made on whether you were responsible for violating the Standards, and educational sanctions will be assigned, if appropriate.

October 19, 2017

38
Alpha Kappa Lambda

Sent via email to: 38

PERSONAL AND CONFIDENTIAL

Regarding Case Number: 38

Dear 38

Our office received information that Alpha Kappa Lambda (AKL) was allegedly involved in incidents that may have resulted in violations of the Washington State University Standards of Conduct for Students (*Standards*) listed in Attachment B. According to the information we received, during the Fall 2017 semester, between September 5, 2017 and October 9, 2017 AKL allegedly engaged the following behavior:

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- During rush week, a new member had to go to the hospital due to alcohol poisoning.

It is alleged that you spoke to AKL National Headquarters on October 18, 2017, and admitted to the majority of this behavior. All of this behavior resulted in new members experiencing mental, physical and emotional harm.

This letter is official notice that Alpha Kappa Lambda is under investigation for the incidents described above. During the investigation and any resulting conduct process, the following conditions apply. I would recommend that you read these to your members, and send this letter to them directly, as any actions in violation of these directives could be considered independent violations of the *Standards*.

You and other members of Alpha Kappa Lambda may need to interact with potential witnesses in the performance of your educational and other activities at WSU. However, you must not attempt to influence potential witnesses or alter or destroy any records related to the events being investigated. In addition, you should refrain from unnecessary dissemination of information and speculation regarding the alleged acts or the investigation.

Do not contact any person you may believe is the reporting party for any purpose relating to these incidents, whether in person, through a third party, or by any other means (including social media).

WSU expects you and all members to cooperate in all phases of this investigation and any ensuing actions. This includes attending all or any investigative meetings, and being honest and forthcoming in providing all relevant information to investigators.

Members are prohibited from engaging in any form of retaliation against any person participating in, or who may participate in, the conduct process. Any retaliatory acts or attempts to influence the conduct process will be considered an additional violation of the *Standards*. You should regard the interests of anyone who is involved in this matter as broadly defined, including their personal and

WSU values the safety of our community and as such, expects you be honest and forthcoming in the investigation process.

You will be asked during your meeting if there are other witnesses you believe we should interview. If you have information regarding other involved parties, please bring that information with you to your meeting. We also request that you bring all records in your possession that may be relevant to this matter. You may bring a written statement responding to the incidents described above to this meeting; however, a written statement is not required.

If you have any questions, feel free to contact me at 509-335-7231.

Sincerely,

A handwritten signature in cursive script that reads "Holly Campbell".

Holly Campbell
Office of Student Conduct

professional information.

You are also required to follow any directives issued by AKL National Headquarters.

At the end of the investigation, the Office of Student Conduct (OSC) may refer the matter to a conduct officer or to an Administrative Law Judge. OSC will make every effort to carry out a prompt investigation. If you have any witnesses you believe we should interview, please provide me with a list as soon as possible, as well as a brief description of the information you believe each witness can provide. Also, please provide me with all records in your possession that may be relevant to this matter.

Our office has scheduled an appointment with you as follows:

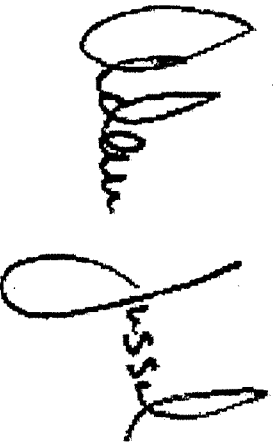
Meeting Date: Monday, October 23, 2017
Time: 9:00 a.m.
Meeting with: Holly Campbell and Christina McGilvray
Location: French Administration 130

You may bring a written statement responding to the incidents described above to this meeting, however a written statement is not required. If you choose not to participate in this investigation, it will proceed without your participation.

To prepare for the meeting, I recommend that you familiarize yourself with the Standards of Conduct for Students, and the WSU Group Accountability Statement, which is available at conduct.wsu.edu. Under the *Standards*, “[s]porities, fraternities, and recognized groups shall comply with the standards of conduct for students and with university policies. When a member or members of a student organization violates the standards of conduct for students, the student organization and/or individual members may be subject to appropriate sanctions authorized by these standards.” You may contact the conduct officer listed above to review the file in advance of your meeting with them.

I have attached additional information for you about the conduct process as **Attachment A**.

Sincerely,

A handwritten signature in black ink that reads "Adam Jussel". The signature is written in a cursive style with a large, looping initial "A".

Adam Jussel
Director, Office of Student Conduct

Information about the Conduct Process & Frequently Asked Questions

Through the student conduct process, our office engages with students and provides them with educational opportunities in response to behaviors of concern. The WSU conduct process is focused on student care, while upholding the high standards of being a Cougar.

You may not retaliate against any person who submits a complaint or participates in the student conduct process, and you must not attempt to influence potential witnesses or alter or destroy any records related to the alleged incidents. Any retaliatory acts will be considered an additional violation of the Standards of Conduct for Students (*Standards*).

In addition to your responsibilities, you have many rights under the *Standards*. The information below is intended as a brief summary of certain aspects of the conduct process. You should review the entire *Standards*, which are available at conduct.wsu.edu, or contact our office if you have any questions

Q: What can I do if my primary language is not English?

A: If you need the assistance of an interpreter during the student conduct process, please send a written request to me no later than 2 days prior to your conduct hearing or meeting with a conduct officer.

Q: What can I do if I need an accommodation?

A: Reasonable accommodations are available for students with a documented disability. If you have a disability and need accommodations to fully participate in the student conduct process, please either visit or call the Access Center to schedule an appointment with an Access Advisor. All accommodations **MUST** be approved through the Access Center. For more information contact a Disability Specialist on your home campus.

Q: How does OSC communicate with students?

A: OSC sends communications to your official WSU email address (@wsu.edu) as listed in your myWSU account . It is your responsibility to check your email frequently. Emails from the OSC will often contain a link, "Pick Up Letter," which will redirect you to your letter. Once you have been redirected, enter your WSU student identification number, including the leading zero, to access your letter. If you have any questions or concerns regarding accessing your letter, please contact our office.

Q: What will happen during my meeting with the conduct officer?

A: The meeting is informal. During the meeting, the conduct officer will:
Inform you of the nature of the alleged violation;
Explain the university conduct process;
Notify you of your rights and responsibilities;

Campbell, Holly Marie

From: Jussel, Adam B
Sent: Wednesday, October 18, 2017 12:51 PM
To: Campbell, Holly Marie
Subject: FW: Investigation of Eta Chapter

FTF.

Adam

From: Jeffrey Szumanski [mailto:jeffrey@akl.org]
Sent: Wednesday, October 18, 2017 12:38 PM
To: Jussel, Adam B <adam.jussel@wsu.edu>
Cc: 'Jeremy D. Slivinski' <exdir@akl.org>
Subject: FW: Investigation of Eta Chapter

Adam,

This is the letter that our Executive Director sent out to initiated membership of the chapter so you have it on file.

Jeffrey R. Szumanski
Fraternity of Alpha Kappa Lambda
Chief Operating Officer
317-564-8003

From: Alphakappalambda@compassnotifications.com [mailto:Alphakappalambda@compassnotifications.com]
Sent: Wednesday, October 18, 2017 3:09 PM
To: jeffrey@akl.org
Subject: Investigation of Eta Chapter

Brothers,

As you should have heard by now your chapter is currently being investigated for hazing. The chapter has been placed on suspension and a cease and desist. This means for the time being you can hold meetings but do no other activities.

The allegations are serious and evidence supporting a lot of it has already been provided to us and the University via separate communications. At this point our investigation is focused on how deep this activity has gone and what possible options may exist.

There are two things that I must make very clear. First members are to have no contact with new members until our investigation is complete. A violation of this, or retaliation upon new members (or members that cooperate with our investigation) will be automatic grounds for expulsion and reported to the police.

Secondly, there will be consequences no matter what at this point. The cooperation of the chapter and members in our investigation is expected and encouraged. Failure to cooperate will result in the most extreme consequences which include but are not limited to expulsion from AKL, potential expulsion from Washington State University and police involvement.

A staff member will be onsite to continue the investigation within 7 days. Between now and then any member that would like to come forward and share information that can assist in our investigation may do so. You can call Jeff Szumanski at 317-564-8003.

What was done was not bonding or character building. Instead it was abusive and a demonstration as to why Fraternities are viewed poorly in this day and age. Brothers don't hurt each other to prove or receive a demonstration of loyalty.

Sincerely,
Jeremy Slivinski
Executive Director

CC: exdir@akl.org, jeffrey@akl.org

Campbell, Holly Marie

From: Jussel, Adam B
Sent: Wednesday, October 18, 2017 8:01 PM
To: Campbell, Holly Marie
Subject: FW: Investigation of Eta Chapter

From: Jeffrey Szumanski [mailto:jeffrey@akl.org]
Sent: Wednesday, October 18, 2017 2:08 PM
To: Jussel, Adam B <adam.jussel@wsu.edu >
Subject: FW: Investigation of Eta Chapter

And here is the letter that went out to new members.

Jeffrey R. Szumanski

Fraternity of Alpha Kappa Lambda

Chief Operating Officer

317-564-8003

From: Alphak.appal.ambda@compassnotifications.com [mailto:Alphak.appal.ambda@compassnotifications.com]
Sent: Wednesday, October 18, 2017 5:04 PM
To: jeffrey@akl.org
Subject: Investigation of Eta Chapter

New Members of Eta Chapter,

As you should have heard by now, the Eta Chapter is currently being investigated for hazing. The chapter has been placed on suspension and a cease and desist. This means for the time being, the chapter can hold meetings but do no other activities, including all new member activities.

The allegations are serious and evidence supporting a lot of it has already been provided to us and the University via separate communications. At this point our investigation is focused on how deep this activity has gone and what possible options may exist. There are two things that I must make very clear

First, members are to have no col...t with new members until our investigation is complete and vice-versa. A violation of this, or retaliation upon new members (or members that cooperate with our investigation) will be automatic grounds for expulsion or removal from the fraternity and individuals reported to the police. New members should stay away from the chapter until further notice.

Secondly, there will be consequences no matter what at this point. The cooperation of the chapter and members in our investigation is expected and encouraged. Failure to cooperate will result in the most extreme consequences which include but are not limited to expulsion from AKL, potential expulsion from Washington State University and police involvement. The only way we at the National Headquarters can help is if you share information with us.

A staff member will be onsite to continue the investigation within 7 days. Between now and then any member that would like to come forward and share information that can assist in our investigation may do so. You can call Jeff Szumanski at 317-564-8003 or email Jeffrey@akl.org.

What was done was not bonding or character building. Instead it was abusive and a demonstration as to why Fraternities are viewed poorly today. Brothers don't hurt each other to prove or receive a demonstration of loyalty.

Sincerely,
Jeffrey Szumanski, Chief Operating Officer

CC: exdir@akl.org, jeffrey@akl.org

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- Told don't have to drink
- Why don't tape? So hang on to it
- metaphorically gotta drink
- To get don't tape off need to finish drink
- Not on wall just standing

- I was there making sure no one alcohol poisoning

- School

- Did not tape hands

- Why would someone tell us that don't know

38 goes by 38

- Big next semester

- They told us ~~to~~ to follow nationals
directly ~~him~~

- Directly from nationals

- Marco did 12-1

- Similar things when I joined. Seemed
bonding

- Did you think of it as hazing?

- No, more of bonding
- First program event, but I didn't
go, full school programming, had
other events go on.

- ~~How~~ What is on the wall?

- knees + nose
- nex + asked? s about Study + Alcohol
- Tell them what doing wrong
- Not sure actually, what doing wrong
- Usually older members
- Exec members there

38

wasn't there

- ~~Do~~ 40 hands?

- Just tapped wrist lighter to hands

38

AME 10/23/17

38

150 mt @ house much

- Was aware of 40 hands

- Spring 2017 jpled

- Someone

38

oldest

- I was (at the 20s (only one))

- Text, Oxe members, keep informed usually text

- Came back from felkas, put on wall told didn't have to drink, asked if accidental responsibilities.

- Older members, Moderator? No

- Not aware of 38 having discussion

- Don't know who purchased alcohol

- Pitch in \$, go ahead and ask.

- Finger burned? Not aware, surprised.

- Move-in week, didn't go to Palouse falls, used ~~bird spot~~ dining more in. I was aware, was told someone had to go to hospital

- First a member was, would like to be in leadership

- Informed by national's email around noon saw email, class members.

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10/23/17

• Put on the wall → knees & nose on wall
↳ anything going wrong w/ pledges
tell them. Bad PR on Rat.
Rat members.

• Exec members were there
↳ 38 not there

• 4Dmands met + ignore duct tape to
hands

• Home work in study if need to
finish if you want to
• metaphorically it's on you, could see how
they thought that

→ "for the duct tape to be off their hands
alcohol had to be gone"

• Just there, sober whole time

• Taping: can't rem.

• Did not tape anyone's hands.

- 38 goes by 38

• Could be a big this semester

• PC16 w/ PC17

2/2

10/23/17
am/hmc

38

He is an

38

AWARE OF THE PD MINDS

Initiated member

SPRNG 2017 member

Present at the tti's

Heard about it through text

Cannot rem. specific member that text
EXEC tells them about event

Members (New) returned & "Put on the
wall"

told they didn't have to drink

Other members, usually (coordinators)

38

conclusion? Unaware

Don't know who brought alcohol

Women - you pitch in, go around & ask

Don't know about burnt finger

Don't go to Palouse Falls (Bridal Day)

aware of 38 going to hospital

Role in house = member

Heard about incest = national email (12 or so)
Meredith

asked to nationals

Similar things, Building experience.

MARING = fuzzy situation

Attend program events during NHPW

1/2

Sanctions: Students found responsible for violations of the WSU Standards of Conduct for Students are subject to a range of sanctions including one or more of the following:

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- Warning, probation, loss of privileges, restitution, education, community service, residence hall suspension, residence hall expulsion, suspension, expulsion, revocation of admission or degree, withholding degree, trespass, loss of recognition, hold on transcript and/or registration, and/or a no contact order.

- If you do not complete the sanctions, additional sanctions may be imposed.

For a full listing of sanctions, go to conduct.wsu.edu.

Student Appeals:

- Any student or student group responsible for violating the Standards is entitled to one appeal. The basis for the appeal is limited to specific criteria that can be found electronically at conduct.wsu.edu.
- An appeal must be submitted within twenty-one calendar days from the date of the written decision. All appeal requests must be submitted via the appeal form at conduct.wsu.edu. If the appeal is not received within the 21-day period, the initial decision becomes the University's final order.

Other information you should know:

- A conduct file has been created for you in the Office of Student Conduct and will be maintained for seven years. It will be reviewed if you are accused of conduct violations in the future, and in such an event will be used in order to determine appropriate sanctions.
- Your signature is required for release of any information from your conduct file to anyone unless required by law.
- There is an exception to release of information in matters involving recognized student groups; in these matters, files may be subject to provision of the Freedom of Information Act and thus may not be held in confidence. After a formal public records request, information regarding such cases may be released to the requestor. Individual student names will be redacted from released records.

If you have questions, please discuss them with a conduct officer.

STUDENT'S ACKNOWLEDGMENT

I have read this document and understand the University's conduct process and my rights and responsibilities.

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10/24/16
Date

Washington State University
Statement of Student Rights and Responsibilities

Washington State University aims to create an environment that cultivates individual integrity and institutional integrity in the university community.

When students choose to attend WSU, they accept the rights and responsibilities of the WSU community. As a member of that community, you are expected to uphold those values by maintaining a high standard of conduct.

You have been accused of violating the University's Standards of Conduct for Students. You are responsible for being truthful during this process. Misrepresentation in your statements (written or oral) may be considered additional violation(s) of the Standards of Conduct for Students.

If you are found responsible for the violations for which you are accused, sanctions could be serious and could affect your academic career at Washington State University.

The University conduct process is not a court proceeding, and is intended to be student-focused and educational process. Although fully described in the WSU Standards of Conduct for Students, a brief overview of the conduct process is as follows:

Review with Conduct Officer: The first step in the conduct process is a review of the allegations.

- You will be asked to provide a written statement describing the incident. Afterward, a WSU conduct officer will meet with you to discuss the matter. If you have other witnesses who can support your statement, you should provide their names to the conduct officer.
- After meeting with you, the conduct officer can dismiss the matter, hold an administrative hearing to decide the matter, refer the matter to the University Conduct Board, or continue investigating.

If the matter is not dismissed, you have these rights throughout the conduct process:

- To receive written notice and basis for the allegations.
- To remain silent, recognizing that you lose the opportunity to explain yourself.
- To present written information to the conduct officer before the decision, including witness statements.
- To submit one appeal if there is no agreed resolution.

The conduct officer may enter any relevant information obtained during the investigation process, including your individual interview, as relevant information in the Conduct Board hearing.