



CALIFORNIA STATE UNIVERSITY, FULLERTON

Division of Student Affairs

Dean of Students

800 N. State College, Titan Student Union, Fullerton, CA 92831 / T 657-278-4939 / toseguera@fullerton.edu

Voluntary Administrative Review

Mikel Floth
Chapter President
Alpha Delta Pi- Zeta Alpha

I am writing as a follow up to our meeting on August 29, 2014 to discuss our investigation of Alpha Delta Pi event on Tuesday, August 19, 2014. During this meeting we discussed the event "Taco Tuesday", attendance by members of the Chapter at this Chapter sponsored event, and photos of members wearing racially insensitive clothing.

During our meeting you indicated and accepted that this event was indeed a Chapter sponsored event taking place during your recruitment week training. You indicated that the event was marketed to all active members and while it was advertised as "Taco Tuesday" no specification of costumes or clothing attire was requested, it was simply advertised as part of your spirit week of recruitment. You indicated that 93% of members were present and that 90% of the members attended dressed in various costumes. You also expressed that the lack of information about the event may have contributed to a "wrong" interpretation of the themed event.

While I understand that there was no ill intent on part of the Chapter, the perception and gross lack of judgment on part of the leadership and its members disregarded our University's mission of diversity and your own Chapter's guiding principles. Given the actions of the Chapter and that so many members participated in the event, my investigation is finding the Organization responsible for violating the following:

Title 5, Section 41301 Code Violations Subsections:

- (3) Willful, material and substantial disruption or obstruction of a University-related activity, or any 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.
- (6) Disorderly, lewd, incident, or obscene behavior at a University related activity, or directed toward a member(s) of the University community.
- (7) Conduct that threaten or endangers the health and safety of any person within or related to the University community, including physical abuse, threats, intimidation, harassment, or sexual misconduct.
- (16) Violation of any published University policy, rule, regulation or presidential order.
- (20) Encouraging, permitting, or assisting another to do any act that could subject him or her to discipline.



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Based on this finding I have assessed the following sanctions which should assist the Chapter in taking responsibility for their actions and improving their organization:

Sanctions:

1. Disciplinary probation from the effective date of this review and extending through **December 31, 2015**. Any further violation of University standards may result in more severe sanctions including loss of student organization recognition. The probation status will be extended beyond above date if all of the following sanctions have not been satisfactorily completed.
2. Loss of recruitment of new members for **Fall 2014**. For Spring semester 2015, a Continuous Open Binding (COB) process limited to 30 women will be permitted.
3. Loss of the privilege to earn any banner or awards for **Greek Week 2015**.
4. Loss of recognition at Pursuit of Excellence Awards Ceremony **2014**.
5. Chapter must coordinate a mandatory workshop on cultural competencies and diversity at which 93% of the chapter shall be in attendance. Verification of workshop, including outline of presentation, hand-outs, and sign-in sheets, must be received in the Dean of Students Office by **May 1, 2015**, toseguera@fullerton.edu, TSU-235. The leadership of the chapter must contact Dr. Joy Hoffman, Office of Diversity Initiatives and Resource Centers, joyhoffman@fullerton.edu, 657-278-3234, PLN-203, by **April 1, 2015** for approval of the workshop. A staff member of the Office of Dean of Students must be in attendance. Please arrange this through Nathan Olmeda, Dean of Students Office.
6. Mandatory attendance by 93% of the Chapter at a bystander intervention workshop. Verification of workshop, including outline of presentation, hand-outs, and sign-in sheets, must be received in the Dean of Students Office by **May 1, 2015**, toseguera@fullerton.edu, TSU-235. Leadership of the Chapter must contact Tony Pang, Associate Director of Dean of Students Office for approval of the workshop, by **April 1, 2015** for approval of the workshop. A staff member of the Office of Dean of Students must be in attendance. Please arrange this through Nathan Olmeda, Dean of Students Office.
7. Development of a cultural competency/diversity workshop to be included annually as part of your New Member Education Program. The plan must include a detailed written plan for the workshop which 93% of new members will participate. The workshop must be pre-approved by Nathan Olmeda, Dean of Students Office. Copy of a complete New Member Education Program plan must be submitted to the Dean of Students Office 1 month before COB recruitment of Spring 2015.
8. Development of "we are culture not a costume" campaign to showcase for all CSUF students. Development of a workshop on this subject for all Fraternity/Sorority Chapters. Work with Dr. Joy Hoffman, Office of Diversity Initiatives and Resource Centers, joyhoffman@fullerton.edu, 657-278-3234, PLN-203. To be completed by **May 1, 2015**.



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In addition to the sanctions above that must be completed by the dates specified, I am issuing the following recommendations to the Chapter. These are merely recommendations that I believe will serve to assist the Chapter and its members in learning and development:

Recommendations:

Membership review.

Attendance of Chapter at our annual Social Justice Summit held in February.

Leadership of the Chapter portrayed in the pictures to accept responsibility and step down from leadership posts.

Again the above are solely recommendations and are not part of the sanctions that must be complied with and completed.

My sincere hope and expectation is that over the course of this academic year, Alpha Delta Pi, Zeta Alpha Chapter takes the opportunity to engage with its current members and truly live your principles of working on "the mental, moral, social, and domestic improvement of its members." That members anchor themselves in two of the finest points of the Alpha Delta Pi creed of "watching my attitudes towards my fellow-beings and recognizing the value of high educational standards." These are principles to be proud of and that you agreed to as a way of life and sisterhood.

Our office is here to assist and support you through this process. If at any point you have questions do not hesitate to communicate with our Greek Life Advisor, Nathan Olmeda, utilize him as resource.

Sincerely,

Tonantzin Oseguera
Dean of Students

Waiver

With regard to the above incident, I understand the violation (s), with which my organization is charged, waive our right to a hearing, accept administrative review and accept the sanction(s) listed above.

I understand that this form will be kept in a confidential file in the Dean of Students Office and will be released as determined by federal law and university policy.

I further understand that failure to comply with the sanction(s) will result in further disciplinary actions for our organization. Further, I understand that failure to adhere to the terms of the sanction(s) could result in additional sanctions.

Student's Signature: _____

Date: _____

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Email address: adpizapresident@gmail.com; [REDACTED]

The University will take no further disciplinary action beyond the sanctions listed above with respect to the conduct described in this form.

CC: Dr. Berenecea Johnson Eanes, Vice President for Student Affairs
Nathan Olmeda, Fraternity / Sorority Life Coordinator
Tony Pang, Associate Director, Student Life and Leadership
Dr. Lea M. Jarnagin, Associate Vice President for Student Affairs.
Deena White, Zeta Alpha Chapter Advisor, Alpha Delta Pi Sorority Inc.
Michele Silva, Collegiate Province Director - Upsilon I
Maggie Gover, Zeta Alpha Chapter Advisor, Alpha Delta Pi Sorority Inc.
Linda Welch Ablard, Executive Director, Alpha Delta Pi Sorority Inc.