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### **Alpha Eta Rho Aviation Fraternity**

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

- May 21, 2024

#### **Incident Summary:**

- *It was reported that there was a bullying situation within Alpha Eta Rho (AER) during the first week of May 2024.*

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

- (5) Disorderly Conduct
  - (B) Harassment, threats, physical abuse, intimidation or the threat of physical abuse, including bias-related incidents.
- (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.
- (13) Harassment and Abusive Behavior
  - Conduct that threatens or endangers the health or safety of any person within or related to the University community, including physical abuse, threats, intimidation, harassment, or sexual misconduct is prohibited.

#### **Sanctions:**

- **Probation at the University from June 10, 2024 to June 1, 2025, with the following terms.**
  - Disciplinary Probation is a period 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's Conduct process.

- Probation is entered on the Student Involvement website (i.e., "Recognized Student Organization (RSO) Conduct"), with beginning and end date.

- **Meetings with the Associate Director for Student Engagement or the person's designee, while the organization is on Organization Disciplinary Probation.**

- Meetings should occur every other week. You are not required to meet during breaks, including the summer period. Contact Amy Prause, Associate Director for Student Engagement at amy.prause@sjsu.edu to begin scheduling.
- The Associate Director for Student Engagement will provide your adjudicator with confirmation of your participation.

- **Review and Revise the Organization's Constitution in consultation with Student Involvement by the end of Fall 2024.**

- First, meet with Student Involvement to discuss the process of reviewing/revising the organization's constitution, as they have materials, workshops, and advice that will be helpful.
- Then, take the steps necessary to review your constitution, ensuring that it includes updated information about election procedures and conduct processes, as well as meeting any other expectations outlined by Student Involvement or with your national headquarters.
- Finally, submit a final copy to the Associate Director for Student Engagement for approval. (The Associate Director for Student Engagement will provide your adjudicator with confirmation of your completion.)

- **Partner with Student Involvement to host a workshop for Alpha Eta Rho Aviation Fraternity on or before December 20, 2024.**

- Student Involvement will provide the content. Your role is to ensure that no less than 80% of active members shall be in attendance.
- You will need to submit documentation of the workshop along with a roster of attendees to your adjudicator