



February 13, 2020

Zeta Phi Beta Sorority, Inc.  
Ms. Kaylor Oscar, President

Dr. Sharon Hunter, Advisor

**PERSONAL AND CONFIDENTIAL**

Regarding Case Number: 2019097401

**WIU NOTIFICATION OF CONDUCT ACTION – HEARING**

Zeta Phi Beta, Inc.,

This letter affirms the results of the University Conduct Board hearing at which you appeared as a respondent on 2/10/2020. As the recognized President for the organization, Kaylor Oscar responded to charges on behalf of the sorority. It was alleged that in late March 2019 and April 2019, the organization hazed and physically abused WIU students in relation to involvement in Zeta Phi Beta. In regards to the alleged code violations of code 6, hazing and code 4a, engaging in harmful or potentially harmful behaviors: acts of physical or verbal abuse, the organization entered pleas of in violation for both charges at the onset of the hearing.

The board appreciated the organization's willingness to accept responsibility for actions taken last spring. Since no testimony was given on behalf of the organization at the hearing and pleas of in violation were entered for both charges, the board needed to deliberate on an appropriate outcome.

Board members reviewed all case materials and took note of the lack of communication from current leadership in Zeta Phi Beta, Inc. with Western Illinois University about the incident. Board members noted from the report from the Office of Student Activities that the organization was to be "inactive" on campus via Chantyle Davis, the new off campus graduate advisor, but no additional details. This gave the board significant pause. Additionally, board members noted throughout the reports the hazing and abuse was issued by multiple members of Zeta Phi Beta and additional members knew about the acts being taken. With only one current member of the organization who was not considered a victim in the situation, the board noted considerable concern about the direction of the organization.

Western Illinois University has strict policies regarding hazing and abuse. As an institution, Western Illinois University refuses to tolerate hazing in any form. The actions members of the organization took were direct violation of these policies as well as the Policy Against Hazing outlined by Zeta Phi Beta Sorority, Inc.

As a result of the organization's actions, the board unanimously recommended Zeta Phi Beta, Inc. be suspended from Western Illinois University through July 31, 2022. I have affirmed their recommendation.

Additionally, after July 31, 2022, the Zeta Phi Beta Sorority, Incorporated Illinois State Director must meet with the Division of Student Services at Western Illinois University to reach a memorandum of understanding relating to communication with the University before the organization will be allowed

to return.

Zeta Phi Beta Sorority, Inc. retains the right to appeal this decision. Such appeal must be submitted and received in the Office of Student Rights, Responsibilities, and Retention Initiatives by the deadline date listed in the summary below. Instructions explaining the appeal process are included. If an appeal is not filed, this decision will take effect. If an appeal is filed, the Vice President for Student Services will consider the appeal and render the final decision.

Should you have questions, contact Director of Student Rights, Responsibilities, and Retention Initiatives, Justin Schuch, at 309-298-2436 or [jl-schuch@wiu.edu](mailto:jl-schuch@wiu.edu).

For the University,



John Biernbaum  
Associate Vice President, Student Services

CC: John Smith, Interim Vice President for Student Services  
Justin Schuch, Director of Student Rights, Responsibilities, and Retention Initiatives  
Nicholas Katz, Office of Student Activities