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Women's Club Lacross Club Sports

Case Creation Date:

- April 9, 2025

Incident Summary:

- *It has been reported to the University that you were aware of, experienced, or participated in bullying and harassment within the Women's Club Lacrosse Team. While the initial concern was referred to Club Sports for informal resolution, ongoing reports have prompted Student Conduct & Ethical Development to initiate a formal investigation.*

Student Organization Code of Conduct Violations:

- (5) Disorderly Conduct:
 - (A) Any offensive or disorderly act or display which interferes with the rights of others
 - (B) Harassment, threats, physical abuse, intimidation or the threat of physical abuse, including bias-related incidents.
- (8) Failure to Comply
 - (D) Failure to follow all policies and procedures established by the University pertaining to club sports, as outlined in the Club Sports Handbook.

Sanctions:

- **Organization Disciplinary Probation until July 1, 2026.** Disciplinary probation is a period of time in which the privileges of continuing as an RSO are conditioned upon future behavior. Possible consequence for violating university expectations while on Organization Disciplinary Probation may include, but be limited to, the loss of specified privileges to which a RSO would otherwise be afforded, and/or the probability of more severe disciplinary sanction if the organization is found to have violated the Student Organization Code of Conduct or any University policy during the probationary period. Any Conduct-related sanctions related to a violation of the 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. Probation is entered on the Student Involvement website (i.e., "Recognized Student Organization (RSO) Conduct"), with beginning and end dates.

- **Rehold the Election according to the official club constitution.** Step 1 : Establish which constitution your club is currently operating under and ensure that this constitution is 1) correctly filled out, 2) ratified by your organization, 3) approved by Club Sports, and 4) appropriately filed with Student Involvement. Note: As of the sending of this letter, the constitution officially on file with the university is the 2018 version. Your organization has started the process to change the constitution, but you have not completed the process. Until this process (listed above) is completed, you are operating under the 2018 version. Step 2 : Hold a new election following the rules in the official constitution on file with the university. Note: As stated, this means that you need to follow the election guidelines in the 2018 version, unless you follow the steps above to update your constitution. Until this sanction is complete, the Club Sports Supervisor is appointed to oversee the club. You are allowed to act as a club under his guidance until you elect your representatives.
- **Three Meetings with the Club Sports Supervisor, or the person's designee.** The president and the treasurer are required to attend a regular check in meeting with the Club Sports Supervisor, or the person's designee. The first meeting will occur before Sept 1st, 2025, and will consist of a review of the financial policies and procedures the club needs to follow. The second meeting will be at the start of the season, and will consist of a review of the club's financials and their adherence to financial policies and procedures. The third meeting will be at the end of the season, and will consist of a review of the club's final account and any transition processes to a new president/treasurer. The president of the organization is responsible for scheduling those meetings.
- **Complete a Mediation Process by October 1, 2025** - 90% of your membership must participate in an in-person mediation session. Completion is expected from all members to serve as a way to create a positive experience for members and address conflict proactively and professionally. The mediation will be presented by the Office of Diversity, Equity & Inclusion, and you can schedule it by contacting them directly at craig.alimo@sjsu.edu and jahmal.williams@sjsu.edu . The president of the organization is responsible for scheduling this meetings and is encouraged to reach out early to avoid any scheduling issues.