



**SAINT LOUIS
UNIVERSITY**

— EST. 1818 —

November 17, 2021

SLU Republicans c/o Nicholas Baker, President



PERSONAL AND CONFIDENTIAL

**OFFICE OF STUDENT
RESPONSIBILITY AND
COMMUNITY
STANDARDS**

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Regarding Case Number: 2021084301

Dear Mr. Baker,

Thank you for meeting with the Office of Student Responsibility and Community Standards on November 9, 2021. This meeting allowed our office an opportunity to ask you specific questions regarding your involvement in the incident and for you to present further insight to us, the hearing officers for this case. This letter will outline the following:

- Allegations and Community Standards Violations
- Determination for Community Standards Violations
- Summary of Facts
- Rationale for Determination
- Sanctions
- Appeal Information

Allegations and Community Standards Violations

As we discussed in our hearing, it is alleged you were involved in the following violation of the Community Standards:

2.7.21 Inappropriate Conduct: Behavior that fails to uphold the University's mission, values, objectives and responsibilities; behavior that fails to model good citizenship.

Determination for Community Standards Violations

We reviewed multiple materials in our determination in this matter. Based on the totality of information we reviewed, we determined, under the preponderance of the evidence standard, that College Republicans is **responsible** for 2.7.21 Inappropriate Conduct. For the reasons set forth below, we determined, more likely than not, that the organization failed to uphold the University's mission, values, objectives, and responsibilities, and failed to model good citizenship when the organization created and posted a video online under the auspices of their official social media platform, a platform which not only represents their organization but also represents the University.

Summary of Facts

On or about September 29, 2021, a video was posted by the SLU College Republicans depicting scenes from a Department of Defense press conference.

Higher purpose. Greater good.

This video was created by SLU College Republicans and posted to their official Instagram page. This video was created and shared in response to a question posed by SLU College Republicans where SLU College Republicans asked a non-SLU entity, ‘what is a woman?’ In our meeting, SLU College Republicans stated the reason they created and shared this video was because they did not receive an adequate response to their question. Therefore, as noted in our hearing, SLU College Republicans created a video that expressly stated, “ladies and gentlemen, we got em.”

As described in the hearing, SLU College Republicans stated the video on their Instagram post was intended to portray a “political win.” SLU College Republicans described this as a “political win” because they never received a satisfactory answer when they asked a non-SLU entity ‘what is a woman?’ We would like to clarify that the records provided by the SLU College Republicans in our review show that an individual did actually respond to their question with a definition before the video was posted.

The Office of Student Responsibility and Community Standards feels it important to note that asking the question, “what is a woman” was not the focus of the hearing and was not the reason for the 2.7.21 Inappropriate Conduct violation, nor the reason for the hearing, as has been purported by your organization.

Rationale for Determination

The College Republicans are a chartered student organization as outlined in the Student Handbook. The Office of Student Responsibility and Community Standards notes a distinction between the actions of individual members on their own, individual, social media platforms, and the platforms that exist to represent the chartered student organization.

Chartered student organizations have a responsibility to be mindful of our University’s mission and values by encouraging respect, fostering dialogue, promoting civil discourse, and seeking understanding. More so, when an organization uses its resources, and conducts its business using the platforms designated for their organization, they have a responsibility to adhere to principles of good citizenship in keeping with our Catholic, Jesuit mission and values.

As described to our office in the hearing, the purpose of the video was not to advance or articulate any particular viewpoint, nor was it to promote civil and thoughtful discourse; rather, it was to portray a “political win” against a non-SLU entity.

Sanctions

After a thorough review, the outcomes assigned in this case are the following:

Disciplinary Warning - The College Republicans have been issued a disciplinary warning for one year, effective until November 17, 2022. A disciplinary warning is an official written notification that the student's behavior is objectionable and violates the University's Community Standards; that the action or behavior must cease. Further misconduct, while your disciplinary warning is in effect, could result in disciplinary probation.

Create a Draft Policy Proposal - The College Republicans will have an opportunity to learn about how policies are created at the University. SLU College Republicans should work with identified and approved campus leaders to create a draft proposal of a social media policy for student organizations. You are to work with designated faculty/staff to create a policy proposal for the OSRCS to review. The proposal is due by January 24, 2022. Additional information regarding this sanction will be provided in the coming days.

Please submit all sanctions using this [link](#).

Failure to complete the assigned sanctions by the due date may result in additional conduct charges.

Appeal Information

The organization may appeal this decision. The grounds for appeal may only be based upon the following:

1. There was a material deviation from the procedures set forth in the Community Standards that would significantly impact the outcome of the case or may have resulted in a different finding;
2. New or relevant information, not available at the time of the hearing, has arisen that would significantly impact the outcome of the case.

If submitted, your appeal will be heard by the University Appeal Board, which is composed of a panel of faculty and staff.

The form will be submitted to our office and the University Appeal Board will review your appeal. The University Appeal Board has the final decision in the case. You will need to submit your appeal no later than 5:00 p.m. on Monday, November 22, 2021.

Please refer to the University's Community Standards on our website for more information about the appeal process. This information will be maintained in the Office of Student Responsibility and Community Standards as part of your disciplinary record. Upon request, or as permitted under law and/or institutional policy, your disciplinary records may be shared on an educationally need-to-know basis. If you have questions regarding your disciplinary records, please contact conduct@slu.edu.

Sincerely,

The Office of Student Responsibility and Community Standards

CC: Dr. Chris Carrol, Advisor