



## **STUDENT RIGHTS AND RESPONSIBILITIES**

Arizona State University

[asu.edu/srr](https://asu.edu/srr)

August 20, 2025

Graduate Student Government  
c/o Bhagvan Reddy Vemula, President  
Sent electronically to bvemula1@asu.edu

### **PERSONAL AND CONFIDENTIAL**

Regarding Case Number: 2025884001

To Bhagvan Reddy Vemula, President of the Graduate Student Government:

“Super Toxic and Hostile,” “harassment,” “retaliation,” “unsafe,” “unnecessarily contentious,” “very difficult to attend,” and “coup” are some of the terms used by graduate students to describe their experiences with the Graduate Student Government over the course of the 2023-2024 and 2024-2025 academic years. In response to complaints from graduate students about the conduct, behaviors, and operations of the Graduate Student Government (GSG) over the course of the 2023-2024 and 2024-2025 academic years, the Office of Student Rights and Responsibilities initiated an investigation. This letter shares with you the findings, outcomes, and recommendations resulting from the investigation.

### **Organizational Background**

The Arizona Constitution establishes the Arizona Board of Regents (ABOR) as the governing body for the state universities. ABOR Policy 5-202: Associated Students recognizes the creation of associated student government bodies at each university.

The Graduate Student Government (GSG)<sup>1</sup> is one of the five student governments within the Associated Students of ASU (ASASU). The GSG President, along with the four Undergraduate Student Government (USG) presidents, comprise the Council of Presidents. The Council of Presidents coordinates university-wide student initiatives and policy recommendations. The ASASU plays a critical role in fostering a supportive, inclusive, and academically enriching environment for students at ASU.

## **Conduct Expectations for Student Organizations**

In accordance with Arizona Board of Regents and ASU policy, the GSG and its members are expected to operate in compliance with federal and state law and ABOR and University policies. Under the Student Code of Conduct, ABOR 5-308, student organizations may be charged with violations of the Student Code of Conduct to the same extent as students.

Addressing student organizations, the ABOR Student Code of Conduct, ABOR 5-308.D., provides that:

- The organization and its members may be held collectively and/or individually responsible for violations of the Code,
- The officers or leaders may be held collectively and/or individually responsible for violations if those officers or leaders knew or should have known violations were being committed, and
- The officers or leaders may be directed to take action designed to prevent or end violations by the organization or persons associated with the organization. Failure to comply with a directive may be considered a violation of the Student Code of Conduct, both by the officers or leaders of the organization as well as the organization.

## **Investigation Revealed Misuse of Funds and a Hostile, Dysfunctional Environment in Violation of ABOR/University Policies**

The investigation looked into whether the organization's conduct and behaviors violated rules set by the Arizona Board of Regents (ABOR) or the university. While many rules and policies were considered, the evidence that emerged, and the policy violations supported by that evidence, are summarized below under the headings "Misuse or Ineffective Use of Funds," "Unauthorized Use or Misuse of University Property," "Disregard for University Official Directives," and "Hostile, Dysfunctional Environment."

### **I. Misuse or Ineffective Use of Funds**

Monies budgeted to the ASASU student governments, including GSG, are derived from student fees. GSG's management and disbursement of those monies must be done in compliance with ABOR and ASU policies. ABOR Policy 5-203, Funds for Associated Students, provides that the budget "shall not be effective until approved by the president of the institution," and "expenditures may be made for any item in the approved budget to the amount provided therein."

Multiple students interviewed expressed their frustration with GSG delays in processing their requests for travel and research grants and the lack of transparency in GSG's processes for acting on their requests. Others expressed concern that awards were influenced by certain

leaders' biases. Students shared that this made it difficult for them to effectively engage in travel or research important for their academic pursuits. During the investigation, SRR learned from those interviewed that there had been little formalized training or transition information provided to individuals assuming responsibilities for reviewing such requests from year to year. Rather, those assuming responsibilities for such functions have been left to figure it out as they go. Even more concerning than the evidence regarding ineffective and inefficient use of GSG funds adversely impacting the graduate students was the evidence revealing actual misuse of funds in violation of University policy.

#### **A. April 10-11, 2025, Travel to Flagstaff**

FIN 501: ASU Travel Policy, applicable to all university travelers including students and student organizations, requires that all travel expenses must be supported by a public purpose indicating the benefit to the university. FIN 501 requires the traveler to report expenses "in a responsible, timely and **ethical manner**" (emphasis added).

Fundamental to the ethical reporting for purposes of reimbursement is the requirement to identify the travelers. Here the evidence shows that while GSG submitted a manifest of 15 persons traveling, including one for whom the last name was unknown<sup>2</sup>, neither GSG leadership responsible for submitting the travel request for funds nor other GSG members interviewed who traveled were able to accurately identify all the GSG students who traveled and for whom costs associated with that travel were sought for reimbursement.

University funds, whether expended for an individual student or employee or a student organization, must be used responsibly. The total cost submitted for reimbursement for the April 10-11, 2025, Flagstaff trip to attend the ABOR meeting was \$3,268.81. This raises the question of whether the approved budget for GSG accurately accounted for this type of trip at this cost and if, according to FIN 501, it was "planned for the benefit of the university, using the most economical means to accomplish the purpose of the travel."

Evidence collected shows that the GSG travel request submitted for GSG members to attend the April 10-11, 2025, ABOR Meeting in Flagstaff, AZ, included multiple violations of policy. First, according to documents submitted by an interviewee, as verified by ASU's business office, GSG requested \$178.05 reimbursement for snacks, which is not allowable as described in FIN 501, Standard 11.

Second, under FIN 501, Standard 11, travelers may be reimbursed for meals associated with their travel. Here, the investigation revealed that GSG requested reimbursement in the amount of \$607.15 for 35 breakfast burritos, 20 burritos in excess of the 15 persons who were listed as traveling. Documentation submitted indicated these burritos were for "GSG attendees and **shared with UCW [United Campus Workers] ASU grad students**" (emphasis added).

United Campus Workers is a union. As such, the "UCW ASU grad students" traveling to the

ABOR meeting were either traveling for purposes of UCW business or their own personal business and not for a public purpose as required by FIN 501 and state travel regulations. Moreover, GSG's use of student fees for UCW grad students may constitute a prohibited transfer of student fees to an organization outside the control of ABOR in violation of state statute.<sup>3</sup> This also violates ABOR 5-202 B. "Associated student bodies of the institutions shall not devote their funds to outside business activities."

Third, GSG also requested reimbursement of \$153.29 for 5 large pizzas, describing the expenditure as "lunch for grad students attendees at ABOR meeting." However, GSG failed to specifically identify which travelers were fed, making it impossible to determine the appropriateness of this expense.

Fourth, GSG expended \$901.34 for transportation to Flagstaff (\$194.05 for a rental car, \$58.06 for rental car gas, and \$649.23 in mileage reimbursement for 3 personal vehicle drivers). While the request for reimbursement for the rental car identifies a driver of that vehicle, that individual is not listed among the 15 graduate students identified in GSG's "Final Manifest" as traveling to Flagstaff. Further, when asked, individuals could not confirm who exactly rode in the 4 vehicles for which reimbursement was requested, making it impossible to determine the appropriateness of the expenditure.

Fifth, as described in FIN 501, Standard 7, the receipt for reimbursement of lodging must include an address for the lodging. Despite this requirement, one of the Airbnb rental receipts did not include an address. Further, neither the leadership responsible for submitting the reimbursement request nor other GSG members who traveled and were interviewed could confirm specifically all persons who stayed in the Airbnb rentals. Without such detail, it was impossible to confirm that the expense was in fact related to an authorized traveler and was "fair and reasonable for the traveler . . . using the most economical means to accomplish the travel" as required under FIN 501.

Sixth, as noted above, FIN 501 requires a request for reimbursement to document the public purpose served by the travel. Here, the documentation submitted by GSG was internally inconsistent calling into question whether the travel was legitimately for a public purpose or in whole or part some other purpose. In one document submitted to ASU's business services, GSG stated the travelers were going to Flagstaff for "a professional development conference" and that the travel "enables the sharing of best practices, access to current research, and development of strategies that directly benefit departmental initiatives and student success." Yet, the stated purpose for the trip as noted elsewhere in the travel documentation was to attend the ABOR meeting. These purposes do not align. GSG's original request for reimbursement failed to include an agenda of planned activities documenting the public purpose for the trip. Later, when asked to correct this omission, GSG simply provided the entirety of the April 10-11, 2025, ABOR agenda.

The conduct described above demonstrates GSG's negligence in failing to know and follow

university travel policies, and demonstrates, by a preponderance of the evidence, that GSG's behaviors violated multiple ABOR and university rules and policies. Therefore, GSG is found to have violated ABOR 5-308, F-4 for failure to follow university policies FIN 501.

### **B. Falsification/Misuse of Documentation related to Flagstaff Travel**

As noted above, GSG-submitted travel documentation to ASU business services contained contradictory and inconsistent information that did not align with the actual purpose of the travel to the ABOR meeting. The GSG request for approval of the \$1,360.11 charge for a Flagstaff Airbnb stated: "The Airbnb reservation will be used to provide overnight lodging during a **professional development conference** held out of town. The accommodations are necessary **to allow participation in multi-day sessions, workshops, and networking events that begin early and extend into the evening**" (emphasis added).

It is inaccurate and misleading to characterize the ABOR meeting as a professional development conference and materially false to claim that ABOR provided workshops and networking events at its April 10-11, 2025, Flagstaff meeting. Because GSG provided no agenda to any other meeting or event occurring in Flagstaff documenting an actual professional development conference with sessions, workshops, and networking events during those same dates, the preponderance of the evidence supports the conclusion that these false and misleading statements were intentionally made to justify an unauthorized expense that would otherwise be rejected.

In that same form responding to the question "How does purchasing this item(s) or service(s) help ASU reach its goal(s)?" the GSG requester stated: "Investing in professional development aligns with ASU's commitment to innovation, continuous improvement, and lifelong learning. By enhancing staff competencies and expanding professional networks, this trip contributes to improving the quality of services and programming offered to students, which supports ASU's broader educational and community impact goals." Again, these statements, like those discussed in the previous paragraph, are at least misleading if not materially false as related to GSG members' travel to ABOR.

Furthermore, review of the April 10, 2025, ABOR meeting recording showed that while several GSG members spoke at that meeting, they failed to introduce themselves as being there on behalf of GSG. Instead, several students introduced themselves generally as ASU graduate students while others identified themselves as affiliated with United Campus Workers, despite GSG funds supporting the travel.

The preponderance of the evidence supports the conclusion that GSG falsified or misused official university documents by noting one purpose on the documentation to legitimate the request for reimbursement when the evidence shows the monies were otherwise used to support non-public purpose activities. Therefore, GSG is found to have violated ABOR 5-308, F-8.

## **II. Unauthorized Use or Misuse of University Property**

At the university, only those who have been authorized access are issued keys to secured spaces. ASU Policy FAC 205: Keys, states that key control is necessary “to control access to, and security for, ASU facilities.” Further, the policy states: “No person shall knowingly possess an unauthorized key to property owned and/or operated by ASU. Duplication of an ASU issued key is not authorized.” It also states, “Unauthorized possession of ASU keys may lead to criminal prosecution” and “Individuals are responsible for the control and security of issued keys.”

Information reviewed in this investigation revealed that GSG deliberately kept an unauthorized key to GSG space. It is unclear from the investigation if this key was an unauthorized duplication or an unreturned key. This key was made available by GSG for uncontrolled use, allowing GSG-operated space to be accessed by others who did not otherwise have university approved key access to the space. The use of this unauthorized or unreturned key was not an isolated incident. Rather, the investigation revealed it was a practice used to circumvent the university’s established access control procedures. Moreover, because of the unauthorized and uncontrolled use of the unauthorized key, GSG cannot identify who, when, or for what purpose the key was used to access the university space.

This information demonstrates that GSG willfully disregarded its responsibility to comply with university policy regarding the secure and accountable use of institutional property and access credentials. In doing so, not only did GSG violate university policy, but its actions actively circumvented the university’s security measures. Therefore, by a preponderance of the evidence, GSG violated ABOR 5-308 F.4, F.9, and F.14.

## **III. Disregard for University Official Directives**

### **A. Failure to Transfer Login Credentials**

The 2024-2025 Student Organization Handbook outlines expectations for the transfer of login credentials for all social media and online platforms when there is a change in organization leadership. When it was learned following the Spring 2025 election that the login credentials transfer had not occurred, Kellie Cloud, Assistant Vice President, wrote GSG on May 21, 2025, and directed GSG to transfer the credentials to the GSG advisors. Despite this directive, GSG did not transfer those credentials.

Even more concerning, Michael Kintscher, GSG Assembly President, in willful disregard of AVP Cloud’s directive, specifically directed GSG Vice President of Internal Affairs Harin Kumar not to transfer the credentials. Thereafter, GSG Advisor Dr. Cassandra Aska communicated to GSG that the credentials must be transferred to her and fellow GSG Advisor Dr. Jennifer O’Brien. Again, GSG did not comply with this directive until several weeks later.

As outlined above, the evidence shows it is more likely than not that GSG did not comply with the directives of AVP Cloud as well as the follow-up directive from Dr. Aska regarding the transfer of credentials. Accordingly, GSG is found to have violated ABOR 5-308, F.7.

### **B. Failure to Comply with AVP Cloud's Pause Directive**

In AVP Cloud's May 21, 2025, letter to GSG, she also advised GSG that the organization's status was frozen meaning that it was not to conduct business or other activities pending review of the complaints regarding GSG's operations. Despite this express directive, documentation shows that GSG Assembly President Michael Kintscher subsequently sent emails to the assembly members stating the intent to have them vote on whether to hold a meeting. The preponderance of evidence supports the conclusion that GSG did not comply with AVP Cloud's official directive to pause. Therefore, GSG is found to have violated ABOR 5-308, F-7.

## **IV. Hostile, Dysfunctional Environment**

### **A. Disruption to University Activities**

The investigation considered whether GSG's behavior resulted in disruption to university activities. Multiple interviewees described GSG leadership behaving in ways that disrupted the typical activities of GSG. For example, they described that meetings frequently included yelling and members talking over one another, making it difficult to get business done in an appropriate manner. Interviewees also described being bombarded with communications from GSG leadership and others that impeded their ability to perform their respective duties.

In addition, interviewees described WhatsApp, Zoom, and Zoom chat conversations being used during meetings by various leadership members and others as disruptive and "nasty." Multiple interviewees shared they felt bullied by GSG leadership's frequent and "nasty" communications attempting to bully them into acquiescing to a particular agenda pushed by the leadership even when they didn't agree with leadership's position.

GSG members interviewed also described a "coup" that occurred within the GSG resulting in two governments attempting to function within one body. Other interviewees noted the formation of factions within GSG. Ultimately, the interviewees reported that the hostile and dysfunctional environment made it difficult to operate or participate as needed to perform their assigned roles. Some reported either acceding to the agenda being forced on them by GSG leadership or leaving GSG entirely because of the behavior.

Based on the information obtained in the investigation, the preponderance of the evidence supports the conclusion that GSG's actions resulted in the disruption of its own members' ability to perform their assigned duties in an orderly environment free from harassment and bullying. Therefore, GSG is found to have violated ABOR 5-308, F-11.

## **B. Harassment and Creation of a Hostile Environment**

The investigation revealed GSG engaged in significant or repeated behaviors toward some persons within its membership that would cause a reasonable person to regard the contact as unwanted.

As already described above, the preponderance of the evidence supports the conclusion that GSG leadership engaged in frequent bullying and other behaviors toward members that was significant enough to cause disruption to its daily operations. While the investigation did not reveal members explicitly telling leadership or others their behaviors and contacts were unwanted, the failure to do so is easily understood given the context.

The investigation showed that the perpetrators were typically in leadership positions (e.g., such as GSG President or GSG Assembly President) or were members closely aligned with such leaders. Given their leadership roles, these perpetrators were in a position to wield power to reward and punish, thus creating an environment where members did not feel they had the power to tell them to stop the offending conduct. Members also shared they feared that they might risk loss of scholarship or other monetary benefits, if they were to request that the behaviors stop.

The investigation also showed the same perpetrators engaged in similar behavior toward the advisors of the organization in very public ways (e.g., at meetings, in emails cc'd to the entire GSG or large portions of it). The advisors themselves described the tone of communications from student leaders as disrespectful and harsh. The perpetrators' actions toward the advisors undermined the ordinary operations of the GSG. It is not surprising, then, that students who shared their concerns about the hostile and bullying environment created within GSG by leadership expressed confusion over the leadership's ability to undermine the advisors' established point of support for the GSG.

In addition, interviewees frequently described the behaviors of GSG leaders and others as harassing, noting that it caused them significant stress and anxiety, some to the point of resigning due to the impact on their mental health. One interviewee shared having been repeatedly assailed with various actions initiated by their opposition, including spurious impeachment attempts. They shared that these actions interfered with GSG's orderly operations. As a result, that interviewee had to file 13 Supreme Court cases to successfully defeat the specious actions initiated against them.

Based on the totality of this information, the preponderance of the evidence supports the conclusion that the behaviors by GSG were not only repeated and significant but were such that a reasonable person would regard the contacts as unwanted. Therefore, GSG is found to have violated ABOR 5-308 F-20.

As outlined above, the investigation revealed evidence sufficient for finding that GSG's behavior constituted harassment in violation of ABOR 5-308 F-20. Additional evidence further

supports this conclusion, and it is all the more disturbing because the evidence focuses directly on the conduct of a GSG leader.

GSG Assembly President Michael Kintscher emailed the newly elected GSG President, Bhagvan Reddy Vemula, on May 15, 2025. In that email, Kintscher made several troubling statements. In one section, Kintscher provided Vemula with “info for the office of the president.” Kintscher stated that Vemula in his official capacity “will be expected to speak up and speak out and go on recorded public record to share statements directed by the GSG Assembly.” Kintscher then followed this directive to Vemula with a pointed reminder: “[T]his is a particularly risky time to be an international student in the US,” and added that Kintscher wanted “to be upfront about the risks involved in publicly taking stances on student issues, given the current climate in the US.” Kintscher concluded the email by telling Vemula that “by choosing to remain in office, [Vemula is] accepting these risks.”

These statements, taken together, go beyond mere advisement, crossing the line into what any reasonable person would interpret at minimum as a veiled threat. Kintscher’s invocation of Vemula’s international student status—particularly in the context of his performing his duties as GSG President—served no legitimate purpose. The implication that Vemula’s national origin could expose him to danger, and that remaining in office constitutes acceptance of that danger, is not only inappropriate but threatening. Kintscher’s mention of Vemula’s international status appears intended to exert leverage over Vemula in order to elevate Kintscher’s status as Assembly President. Consequently, any reasonable person in Vemula’s position could interpret these remarks as a form of harassment—leveraging his immigration status to pressure or deter him from participating in student governance.

Kintscher’s suggestion that Vemula’s continued involvement as GSG President could lead to personal risk, especially when framed as a consequence of defying GSG Assembly directives, constitutes a threat. Kintscher’s use of Vemula’s national origin as a pressure point intended to bring him under Kintscher’s and the Assembly’s control is discriminatory and retaliatory. Other international students interviewed expressed feeling like their status as international students was used against them by some GSG leaders. Such conduct by any student within GSG, much less a leader, clearly contributes to a hostile environment.

The investigation revealed that Kintscher’s threatening communication to Vemula was consistent with a pattern of retaliation. Multiple interviewees recounted adverse actions taken by GSG leadership against members when they or others did not support the leadership’s agenda. These included the bullying and harassment actions described in earlier sections as well as other tactics such as targeted impeachment efforts. Such efforts usually followed the appointment of individuals in positions of power who did not support the agenda of those in other leadership positions, including searching for and asserting questionable procedural loopholes that often resulted in judicial review.

One interviewee described the impeachment process being repeatedly abused to serve as

threatening lessons for other VPs and presidents. They implied that those in leadership were using GSG to advance their personal interests rather than serving the graduate student body. As discussed above, another interviewee was compelled to file 13 Supreme Court cases to defeat efforts to undermine their elected authority through various actions and spurious impeachment attempts.

Based on this information, the preponderance of the evidence supports the conclusion that the behavior by GSG was discriminatory, harassing, and retaliatory. Therefore, GSG is found to have violated ABOR 5-308 F-21.

### **Aggravating and Mitigating Factors**

In determining the outcomes for GSG connected to violations of the Student Code of Conduct, aggravating and mitigating factors were considered to inform the appropriate educational and administrative interventions necessary to address the conduct.

Mitigating factors included the active participation of GSG members in the investigation who provided information and documentation used in the investigation. Additionally, multiple GSG members expressed their intent to abide by AVP Cloud's pause directive to GSG and refrained from participating in any GSG-related activities while the organization was on pause. Although there were isolated attempts by certain individuals to circumvent this pause directive, others made it clear to SRR that they were not involved in such efforts. This distinction is important as it highlights that, while some GSG members may have violated the pause directive, other members acted in good faith abiding by university expectations. Their cooperation and restraint were considered mitigating factors in the overall assessment of the case against GSG as an organization.

Several aggravating factors were considered. First, the use of another student's international status as a means to intimidate and coerce that student. Targeting someone based on their immigration or visa status not only undermines their sense of safety and belonging, but it also introduces a layer of vulnerability that is particularly concerning in the context of student conduct.

Second, several interviewees, who initially cooperated with the investigation, ultimately stopped participating and refused to answer important follow-up questions. The lack of continued cooperation limited the investigative team's capacity to gather information that could have further addressed the complaints raised and helped determine the best way to support GSG in moving forward toward an appropriate resolution and a healthy functioning status.

Third, evidence showing the lack of accountability, remorse, and insight by GSG leadership regarding the impact of their actions on the organization and individual members was especially concerning and a heavily weighted aggravating factor.

Fourth, some GSG leadership's individual efforts to disregard the administrative directive to pause business as well as their efforts urging other members to similarly disregard the administrative directive evidences a highly concerning attitude toward those leaders' responsibilities as students and GSG leaders. Similarly concerning was the willful disregard of the directive to transfer credentials to facilitate the orderly transfer of power following the Spring 2025 election.

### **DECISION REGARDING CODE OF CONDUCT VIOLATIONS**

Based on the totality of the circumstances and the information obtained pursuant to this investigation and based on a more likely than not standard of proof, the Dean of Students has determined that it is more likely than not that GSG violated the following Arizona Board of Regents (ABOR) Student Code of Conduct sections:

- 5-308 F-4 Violation of, or attempt to violate, other rules that may be adopted by the Board or by the university.
- 5-308 F-5 . . . [F]urnishing materially false information, including manufacturing or possession of false identification.
- 5-308 F-7 Failure to comply with the directions of university officials or agents . . . acting in the good faith performance of their duties.
- 5-308 F-8 [F]alsification, fabrication, unauthorized alteration, or misuse of campus documents, records, or identification, including, but not limited to, electronic software and records.
- 5-308 F-9 Unauthorized presence in or unauthorized use of university property, resources, or facilities.
- 5-308 F-11 Interfering with or disrupting university or university-sponsored activities, including but not limited to classroom related activities, studying, teaching, research, intellectual or creative endeavor, administration, service or the provision of communication, computing or emergency services.
- 5-308 F-14 Misuse, . . . misappropriation, . . . or unauthorized use, access, or reproduction of property, data, records, equipment, or services belonging to the university or belonging to another person or entity.
- 5-308 F-20 [E]ngaging in repeated or significant behavior toward another individual, whether in person, in writing, or through electronic means, after having been asked to stop, or doing so to such a degree that a reasonable person, subject to such contact, would regard the contact as unwanted.
- 5-308 F-21 Engaging in discriminatory activities, including harassment and retaliation, as prohibited by applicable law or university policy.

At this time, there is insufficient information to determine that GSG misrepresented itself as an agent of the university. Accordingly, the ABOR Student Code of Conduct allegation is being dismissed:

- 5-308 F-12 Misrepresenting oneself or an organization as an agent of a university.

Should new information become available related to this allegation, Student Rights and Responsibility may reopen the investigation. Additionally, Student Rights and Responsibilities may consider whether individual members of GSG may have violated this or other sections of the ABOR Student Code of Conduct.

## **OUTCOMES**

The following outcomes have been determined appropriate to address and respond to the violations of the ABOR Student Code of Conduct for which GSG was found responsible:

- For the next two years, GSG is placed on administrative probation and will be required to coordinate their activities through an oversight committee. This oversight committee or a representative from the committee will meet regularly with the GSG President to ensure adherence to university policy and their own by-laws and procedures. The oversight committee, in consultation with GSG advisors, will also assist GSG in achieving the following:
  - GSG must engage in a membership/eligibility review. This review includes reviewing all criteria for ongoing adherence to current university policy and to ensure that criteria are both relevant to membership and leadership in GSG and are clearly articulated with a plan for checking eligibility of current and future members.
  - GSG must ensure that advisors have access to accounts related to all aspects of the organization, including passwords and administrative rights to all official GSG social media accounts.
  - GSG must submit documentation to the oversight committee on a quarterly basis to be reviewed for consistency with university policy. This will include a review of GSG expenditures and travel.
  - GSG must undergo a thorough review of its constitution, by-laws, and election code and must implement revised versions of these documents that comport with university policy no later than December 31, 2025. While these documents are being revised, GSG must revert to the versions of those documents that were in use during 2020 as amended and provided by the GSG advisors. The updated and revised documents must fix the impeachment process such that it cannot be used as punishment for unpopular decisions or to coerce actions but instead to address egregious conduct including illegal or unethical acts. The revised versions must also establish a joint judiciary with the undergraduate student governments, which will be facilitated by the Council of Presidents advisor, and approved by the oversight committee. All future modifications of these documents and processes will be submitted and approved by the oversight committee and/or advisors ahead of implementation.
  - The GSG President must present a plan to the oversight committee for how they

- intend to control and share access and permissions to physical spaces and virtual documents, including social media accounts.
- GSG must develop a plan for the efficient, orderly, respectful, and effective transfer of power on election or appointment of any new leader, including training by outgoing executive board and advisors for new members/leaders to ensure compliance with its own by-laws, constitution, and election code as well as appropriate behavior that complies with university policy. This plan must also include a logical timeframe for the transfer and will be presented by the GSG President for review by the oversight committee.
  - GSG must develop and present a plan for how they intend to efficiently manage group travel and expenditures, including setting appropriate limits on the number of GSG members who may travel as a group, as well as defining the purpose of that travel and following all travel-related policies.
- 100% of elected and appointed GSG leaders and members must undergo training on how to create and maintain a healthy organizational culture.
  - Effective immediately, there will be only one President and that is the duly elected GSG President who serves as a member of the ASASU Council of Presidents. The leader of the GSG Assembly will no longer have the title “president” but instead use the title “assembly speaker.”
  - Effective immediately, all GSG meetings must be held in-person. Exceptions may be made by the GSG advisors for good cause on a case-by-case basis for individuals who are unable to attend in-person meetings if requested at least 24 hours before the scheduled meeting.
  - 100% of elected and appointed GSG leaders and members will complete training, facilitated by the EOSS Business team, regarding travel, expenditures, reimbursement, and funding requests and processing. Following completion of the training, GSG leadership and financial leads will meet with the EOSS Business team on a quarterly basis to review all expenditures and travel.
  - In instances where travel expenditures are out of compliance with financial policies, it is customary to reimburse those amounts to the funding source. The oversight committee would like to review a plan whereby GSG considers what amount should be returned and how to recoup the appropriate amount. This, at a minimum, should include expenses claimed and reimbursed in violation of FIN 501 (e.g., Airbnb without an address, \$105.71 for snacks, \$240 [20 x \$12] for the cost of 20 breakfast burritos in excess of the 15-person manifest).

### **ADDITIONAL REQUIREMENTS AND INFORMATION**

- In addition to the appointed oversight committee, GSG will continue to be supported by their university appointed advisor(s). The oversight committee does not replace the role of university-appointed advisors.
- Per ABOR policy 5-203, once the GSG budget has been approved, GSG will be prohibited from revising or modifying the budget without appropriate approvals.
- GSG members must disclose any conflicts of interest in their service as a leader or Assembly member. While this may not necessarily prevent them from serving, it must be disclosed to others. The oversight committee will review how GSG plans to solicit this information and enforce ethical practice.
- Please be aware that failure to adhere to and/or complete the above requirement(s) may result in GSG's status as a group being paused or frozen, meaning that GSG will not be allowed to operate until all requirements are completed. Furthermore, any future violation of the ABOR Student Code of Conduct may result in additional administrative or disciplinary action.

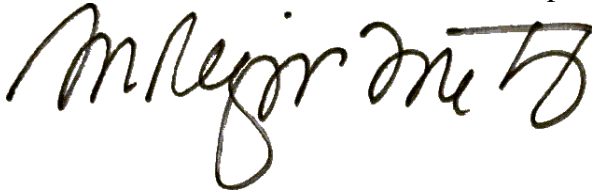
We have provided Assistant Vice President Kellie Cloud a copy of this decision letter for her review and consideration as it relates to GSG's status. We encourage you to schedule a meeting with her or her designee as soon as possible to determine any next steps for GSG ahead of resuming any activities, notwithstanding the outcomes and conditions noted above.

If you have questions concerning this action, please contact your advisors. There is an attachment to this letter providing contact information for support services available to students.

Sincerely,

A handwritten signature in black ink, appearing to read "Lance Harrop", written in a cursive style.

Dr. Lance Harrop  
Associate VP and Dean of Students - Tempe

A handwritten signature in black ink, appearing to read "Regina Matos", written in a cursive style.

Dr. Regina Matos  
Dean of Students - West Valley

Student Rights and Responsibilities  
Arizona State University  
480-965-9170

CC: Kellie Cloud, Assistant Vice President & Executive Director  
Dr. Cassandra Aska, GSG Advisor

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## Endnotes

<sup>1</sup>The Graduate Student Government (GSG) was previously named the Graduate and Professional Student Association (GPSA) until the members changed the name in Spring 2024.

<sup>2</sup>FIN 501 requires that the traveler be identified. Therefore, failure to accurately provide the full name of a traveler for whom reimbursement is sought violates policy.

<sup>3</sup>Arizona Revised Statutes 15-1626.01.

## RESOURCES

### ASU Counseling Services

#### Confidential

[ASU Counseling Services](#) offers confidential, personal counseling, and crisis services for students. Please call (480) 965-6146 to [schedule an appointment](#).

- Communicate with a counselor from anywhere in the world, at any time through [Open Call and Open Chat](#).
- EMPACT 24-hour crisis line: (480) 921-1006.

### ASU Victim-Survivor Services

#### Confidential

[Victim-Survivor Advocates](#) offer free advocacy and support for students and employees affected by sexual assault, relationship violence, stalking, sexual harassment and other related experiences.

- Victim-Survivor Advocates can discuss the importance of preserving evidence, assist with obtaining orders of protection or injunctions against harassment, provide criminal prosecution and justice system guidance, share information about reporting to the university and deliver other related services.
- Call (480) 727-5167, email [victimservices@asu.edu](mailto:victimservices@asu.edu), or schedule an appointment through the [Health Portal](#).
- Victim-Survivor Advocates are available Monday through Friday from 8am to 5pm.

### Sexual Violence Prevention

If an incident of sexual misconduct or relationship violence occurs, please [visit the webpage](#) for options to report the incident, receive support and immediate assistance are available through on-campus and off-campus resources.

### La Frontera: EMPACT Trauma Healing Program

#### Confidential

Offers confidential, 24-hour services for individuals affected by sexual assault, domestic violence, or hate crimes. Services include a confidential 24-hour hotline; mobile crisis support; individual, couples, family, and group therapy; and case management and advocacy.

- Sexual Assault Hotline: (480) 736-4949 or (866) 205-5229.

### ASU Health Services

#### Confidential

[ASU Health Services](#) is committed to the physical and emotional health and wellness of students and is a confidential resource. Contact any ASU location at (480) 965-3349 to [schedule an appointment](#).

### Student Advocacy and Assistance

[Student Advocacy and Assistance](#) is a central resource for student assistance at ASU. Our office links students with campus and community resources to support the achievement of their academic goals and ensure their health and well-being.

- Guidance and assistance for students experiencing challenges with academics, housing, student employment, visa/immigration, financial aid and other student services areas.
- One-on-one appointments with students seeking guidance in resolving personal challenges and concerns.
- Assistance with administrative matters impacting academic persistence and success, including: [absence notifications](#), [incomplete grades](#), or [medical/compassionate withdrawals](#).
- Provides assistance to connect students and their families with [community resources](#).

# Office of the Dean of Students

eoss.asu.edu/dos • (480) 965-6547



## REPORTING OPTIONS

### ASU Police Department

#### In an emergency, call 911

Filing a police report does not obligate an individual to move forward with pressing charges. [ASU Police](#) can assist with contacting other police departments if needed.

- **Contact:** (480) 965-3456 to speak with a police officer

### ASU Office of Student Rights and Responsibilities

[Student Rights and Responsibilities](#) investigates allegations of student misconduct and determines whether a violation of the [Student Code of Conduct](#) has occurred. [Submit](#) an incident report online.

- **Contact:** (480) 965-9170 or email [deanofstudents@asu.edu](mailto:deanofstudents@asu.edu)

### ASU University Rights and Responsibilities

The [Office of University Rights and Responsibilities](#) reviews and investigates concerns and allegations of discrimination or harassment involving faculty, staff and other ASU affiliates.

- **Contact:** (480) 965-5057 or email [URR@asu.edu](mailto:URR@asu.edu)

## POLICY

### Arizona Board of Regents (ABOR) Student Code of Conduct

The [Student Code of Conduct](#) sets forth the standards of conduct expected of students who choose to join the university community. Students who violate these standards will be subject to disciplinary sanctions in order to promote their own personal development, to protect the university community, and to maintain order and stability on campus.

### ACD 401: Prohibition Against Discrimination, Harassment, and Retaliation

ASU expressly [prohibits discrimination, harassment, and retaliation](#) by employees, students, contractors, or agents of the university based on any protected status: race, color, religion, sex, national origin, age, disability, veteran status, sexual orientation, gender identity, and genetic information.

## PROCEDURES

### Student Disciplinary Procedures

These [procedures](#) are followed when the University is aware of a reported violation of the Student Code of Conduct, and an investigation is conducted. Both parties are informed of the outcome of the investigation.

### Grievance Process for Formal Complaint of Title IX Sexual Harassment

These [procedures](#) are used when a formal Title IX complaint has been filed.

### Notice of Prohibition on Retaliation

Adverse actions that are reasonably likely to deter a complaining individual or others from engaging in protected activity are prohibited.