

# Carnegie Mellon University

BIANNUAL REPORT OF HAZING ACTIVITY  
Reporting Period: 12/15/2022-07/25/2023  
Date of Publication: 07/25/2023

## PURPOSE

This report is published in accordance with Act 80 2018, the 2018 Timothy J. Piazza Antihazing Law, 18 Pa.C.S. § 2809 ([view this act](#)).

In compliance with 18 PA.C.S. § 2808, a copy of Carnegie Mellon University's policy on hazing can be found within The Word: Student Handbook ([view this policy](#)).

Previous reports of hazing activity can be viewed among reports published by the Carnegie Mellon University Police Department ([view these reports](#)).

## SCOPE

This report includes all violations of the university's [policy on hazing](#) or federal or state laws relating to hazing that are reported to the university within the above reporting period. This report will include the following details of each case:

- The subject(s) of the hazing report
- Date of the report
- Date charges were filed against the subject(s), if applicable
- Date the case was resolved
- Description of the alleged violation(s) and findings
- Sanctions applied and current status of sanctions

## ENFORCEMENT

An e-mail will be sent bi-annually to all students on the Pittsburgh campus to alert them to the filing of this report, and to point them toward appropriate resources. The e-mail will include a copy of Carnegie Mellon University's [policy on hazing](#), including the university's rules, penalties, and program of enforcement.

All student government-recognized organizations will receive this information through the REACH (Resources, Education, and Campus How-Tos) Training Program. Education and programming will also be provided to all fraternity and sorority chapters, and intercollegiate athletes will receive education at required preseason meetings with the Director of Athletics. A [hazing prevention and response website](#) that includes resources and educational information launched during the Fall 2020 semester.

Individuals are encouraged to share reports of alleged or suspected hazing activity with the university. The initial information or report of concerning behavior may be provided by a student, faculty, staff member, or non-affiliate via any one of the following pathways:

- Campus Security Authority (as defined in the university's [Annual Security and Fire Safety Report](#));
- Carnegie Mellon University's [Ethics Reporting Hotline \(anonymous reporting option is available\)](#);
- [Carnegie Mellon University Police Department](#);

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- [Office for Institutional Equity and Title IX; or](#)
- City of Pittsburgh Police and/or other law enforcement agency.

All good-faith reports of hazing will be taken seriously and investigated by the university through a process consistent with the channel through which it is initially reported.

## **USAGE OF DATA**

In an effort to contribute to the nationwide data collection and sharing across institutions of higher education, Carnegie Mellon University chooses to submit data on fraternities and sororities to the [Timothy J. Piazza Center for Fraternity and Sorority Research and Reform](#) at The Pennsylvania State University as part of the center's National Fraternity and Sorority Scorecard Initiative.

\* This report does not include any potential pending law enforcement investigations where disclosure of the investigation would jeopardize an on-going investigation and/or jeopardize the safety of an individual. For any reporting period in which there is a pending investigation, if a violation of the university's policy is later substantiated, the matter will be disclosed in the next bi-annual hazing report consistent with the Timothy J. Piazza Antihazing Law.

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REPORT	SUBJECT	DATE REPORTED	DATE CHARGED	DATE RESOLVED
1 of 4	Pi Kappa Alpha, Beta Sigma Chapter	12/12/22	3/10/23	4/19/23

**DESCRIPTION:** The CMU Police Department (CMUPD) conducted an investigation following an anonymous report made to the University's Ethics Reporting line about hazing activity occurring on December 10th and 11th, 2022 in the Pi Kappa Alpha chapter facility that resulted in an injury to a student. During the investigation, CMUPD learned that new members were asked to gather, some staying overnight, for an event some called "Ingress," where members are initiated into the chapter. Brothers were also present, participating in a senior send-off. While participating in a capture-the-flag type game involving protecting a "mini fence," a student's nose was injured.

Following the completion of the investigation, the case was referred to CMU Student Affairs for review through the student conduct process. The organization was charged with violating the university policies on (1) Hazing and (2) Endangering the Welfare of Others.

**FINDINGS:** The organization accepted responsibility for endangering the welfare of others through the administrative resolution process. The organization and adjudicator agreed that the organization was not responsible for the violation of the hazing policy.

**OUTCOMES:** The chapter will work with Student Affairs and their national headquarters to revise multiple programs, including New Member Education and Member Development before the start of the Fall 2023 recruitment period. The chapter will undergo chapter-wide education on hazing prevention and Pi Kappa Alpha standards in partnership with their national headquarters before the start of the Fall 2023 recruitment period. The chapter will also complete bystander intervention training for their executive board in partnership with Student Affairs by October 2023. The chapter shall review and revise its judicial program and policies by October 2023. Additionally, the chapter's probation, which was already in place from a prior incident, was extended to December 2023.

**STATUS:** Pi Kappa Alpha, Beta Sigma chapter has agreed to the recommended outcomes, and is proactively collaborating with representatives from Student Affairs and their national organization to comply with and accomplish the outcomes.

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REPORT	SUBJECT	DATE REPORTED	DATE CHARGED	DATE RESOLVED
2 of 4	Kappa Sigma, Delta Alpha Chapter	3/17/23	5/3/23	5/30/23

**DESCRIPTION:** The Student Leadership, Involvement, and Civic Engagement (SLICE) office received a report on March 17, 2023 regarding an allegation of hazing throughout the Kappa Sigma new member process in the Spring 2023 semester. The chapter was placed on an interim action suspension of chapter new member and social activities, which was then increased to a suspension of all activities by the national headquarters. The CMU Police Department (CMUPD) conducted an investigation, which noted multiple activities of concern, including required sleepovers at the chapter facility, a pledge point system, and required tasks of individual new members, including ingestion of atypical foods.

Following the completion of the investigation, the case was referred to CMU Student Affairs for review through the student conduct process. The organization was charged with violating the university policy on hazing.

**FINDINGS:** The organization accepted responsibility for hazing through the administrative resolution process.

**OUTCOMES:** The chapter will work with Student Affairs and their national headquarters to revise their pledge program to ensure consistency with the national organization's standards by September 2023. Eighty percent of all brothers must participate in the national headquarters' *My Brothers Keeper program* and engage in follow-up discussion regarding application to hazing behaviors by September 2023. Two leaders from the chapter will attend the National Convention hosted by the national headquarters and present key findings to the chapter by October 2023. The chapter executive board will work with Student Affairs to discuss culture change, specifically around historical hazing behaviors by October 2023. Additionally, the chapter will be on probation through May 2024.

**STATUS:** Kappa Sigma, Delta Alpha chapter has agreed to the recommended outcomes, and is proactively collaborating with representatives from Student Affairs and their national organization to comply with and accomplish the outcomes.

REPORT	SUBJECT	DATE REPORTED	DATE CHARGED	DATE RESOLVED
3 of 4	Kappa Phi Lambda, Pi Chapter	12/25/22	2/24/23	Ongoing

**DESCRIPTION:** The CMU Ethics Reporting hotline received an anonymous report on December 25th, 2022 with an allegation of hazing throughout the Kappa Phi Lambda new member process. The report centered around a photograph from a Fall 2022 event, and depicted alcohol consumption and related references to a student becoming sick. The chapter was placed on an interim action suspension of chapter recruitment, new member, and social activities. CMU's Police Department (CMUPD) conducted an investigation focused on corroboration of elements of the report and details of the new member process.

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Following the completion of the investigation, the case was referred to CMU Student Affairs for review through the student conduct process. The organization was charged with violating the university policies on hazing. The administrative resolution failed and the matter was referred to a University Disciplinary Committee.

**FINDINGS:** Resolution of these allegations is still pending as a University Disciplinary Committee hearing is in the process of being scheduled.

**OUTCOMES:** TBD

**STATUS:** Kappa Phi Lambda, Pi chapter is still considered under administrative action prohibiting recruitment, new member, and social activity.

REPORT	SUBJECT	DATE REPORTED	DATE CHARGED	DATE RESOLVED
4 of 4	Sigma Alpha Epsilon, Pennsylvania Phi Chapter	3/3/23	4/21/23	7/10/23

**DESCRIPTION:** The CMU Ethics Reporting hotline received an anonymous report on March 3rd, 2023 with an allegation of hazing of new members at the Sigma Alpha Epsilon (SAE) house and multiple new members becoming sick. CMU's Police Department (CMUPD) arrived a few hours after report submission at the SAE on-campus chapter facility to see if they could corroborate the report. They took photos in the SAE basement of several open condiments, including hot sauce, partially eaten fruits and other foods. The chapter was placed on an interim action suspension of all chapter activities. CMUPD launched an investigation, and as a part of the process, met with the new member class, and chapter leadership, who each were asked to provide comments on the new member process for the chapter, including the events of that evening.

Following the completion of the investigation, the case was referred to CMU Student Affairs for review through the student conduct process. The organization was charged with violating the university policies on (1) Hazing and (2) Alcohol and Drugs - Alcohol in Common Spaces. The administrative resolution failed and the matter was referred to a University Disciplinary Committee. A hearing was convened on June 22, 2023, to review the allegations and a decision was provided to the organization on July 10, 2023.

**FINDINGS:** Through a formal hearing of the University Disciplinary Committee, the university found Sigma Alpha Epsilon responsible for hazing and alcohol and drugs - alcohol in common spaces as testimony confirmed that actions on March 3rd met the university definition of hazing and that alcohol was present in the SAE basement.

**OUTCOMES:** Based on responsibility for the two violations while on disciplinary probation, coupled with the organization's prior disciplinary record, a minimum four-year loss of recognition for Sigma Alpha Epsilon Fraternity-Pennsylvania Phi Chapter was instituted, effective immediately.

**STATUS:** Sigma Alpha Epsilon is currently appealing the decision.