

# Carnegie Mellon University

BIANNUAL REPORT OF HAZING ACTIVITY  
Reporting Period: 07/26/2023-12/19/2023  
Date of Publication: 12/20/2023

## 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 3	Kappa Phi Lambda, Pi Chapter	12/25/22	2/24/23	9/29/23

**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.

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

**FINDINGS:** The investigative process did not reveal definitive evidence to hold the chapter responsible for hazing specifically related to the photograph that was submitted in the report, but based on the CMUPD investigation, the University Disciplinary Committee found it was more likely than not that Kappa Phi Lambda was responsible for other alleged activities that constitute hazing under university policy.

**OUTCOMES:** All current, new and potential members must participate in two workshops conducted by Student Affairs at the start of the new member process for the Fall 2023 and Spring 2024 semester: one on hazing prevention, and one on alcohol education and the Active Medical Assistance Protocol. Additionally, the chapter will be on probation through May 2024.

**STATUS:** Kappa Phi Lambda, Pi Chapter is proactively collaborating with representatives from Student Affairs and their national organization to comply with and accomplish the outcomes. The interim administrative action prohibiting recruitment, new member, and social activity was lifted.

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REPORT	SUBJECT	DATE REPORTED	DATE CHARGED	DATE RESOLVED
2 of 3	Kappa Sigma, Delta Alpha Chapter	10/1/23	10/30/23	11/21/23

**DESCRIPTION:** On Sunday, October 1st, a report was made to Carnegie Mellon's hazing prevention e-mail account regarding an incident that occurred in the Kappa Sigma on-campus residence on November 11 and 12, 2022. Following receipt of the report and an initial investigation, the university took administrative action and the chapter was placed on an interim action suspension of all activities; additionally, the national headquarters suspended the chapter along with all individual members. The Office of Community Standards and Integrity conducted a joint investigation with Kappa Sigma national headquarters. As part of the investigation, individuals in the new member class were asked to provide comments on the new member process for the chapter, including the events of November 11 and 12, 2022. The investigation corroborated the allegations, specifically regarding hazing activities directed at the new members as a condition of their initiation into the organization. The hazing included physical restraint and activity, exposure to excessive noise, and required viewing of sexually explicit content. The investigation also corroborated information about the Spring 2023 report and investigation (included in the institutional hazing report published July 25, 2023).

Following the completion of the investigation, the case was referred to CMU Student Affairs for review through the community standards process. The organization was charged with violating the university policy on hazing and failure to comply with a reasonable request of a university official.

**FINDINGS:** Based on the results of the investigation, the Kappa Sigma national headquarters withdrew the charter of the Delta Alpha chapter. Carnegie Mellon accepted the charter withdrawal as resolution to the community standards hazing case.

**OUTCOMES:** As a charter is no longer in place, the Delta Alpha chapter of Kappa Sigma is no longer considered a recognized student organization at Carnegie Mellon. It has been agreed upon, between Kappa Sigma National Headquarters and CMU, that the earliest potential return to recognized status that the university will consider would be in August 2027 (four years).

**STATUS:** Kappa Sigma, Delta Alpha chapter is no longer considered a recognized student organization.

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REPORT	SUBJECT	DATE REPORTED	DATE CHARGED	DATE RESOLVED
3 of 3	Sigma Alpha Epsilon, Pennsylvania Phi Chapter	3/3/23	4/21/23	7/10/23, Amended 11/21/23

**DESCRIPTION:** The CMU Ethics Reporting hotline received an anonymous report on March 3rd, 2023 with an allegation that new members were subjected to hazing at the Sigma Alpha Epsilon (SAE) house and multiple new members became physically ill. CMU's Police Department (CMUPD) arrived a few hours after the report's 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 community standards 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 violation of the alcohol and drugs - alcohol in common spaces policy, as testimony confirmed that actions on March 3rd met the university definition of hazing and that alcohol was present in the SAE basement.

**OUTCOMES:** The chapter appealed the University Disciplinary Committee decision of a four-year closure. The appeal was granted, and resulted in a new set of outcomes in lieu of chapter closure. The chapter will be subject to a membership review that will run at the direction of Sigma Alpha Epsilon national headquarters in consultation with university leadership. The remaining members of the chapter will actively engage in a comprehensive Chapter Redevelopment Plan, developed in collaboration between the Sigma Alpha Epsilon national headquarters, and CMU Student Affairs. As part of the plan, an alumni commission appointed by the national organization will be in place until it requests, and is approved by the national headquarters and CMU, its own dissolution. The chapter will lose the privilege of operating any chapter facility for a minimum of two academic years. The earliest opportunity to operate a chapter facility will be for Fall 2025. The chapter will be under a "loss of recognition held in abeyance" status through May 2027 and will complete semesterly check-ins with Student Affairs related to progress on the Chapter Redevelopment plan to ensure compliance.

**STATUS:** Sigma Alpha Epsilon has agreed to the amended outcomes, and is proactively collaborating with representatives from Student Affairs and their national organization to comply with and accomplish the outcomes. After the membership review, the chapter's administrative action prohibiting all activity will be lifted.