

Carnegie Mellon University

BIANNUAL REPORT OF HAZING ACTIVITY
Reporting Period: 08/01/2020 to 12/21/2020
Date of Publication: 12/21/2020

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.

To ensure that all student organizations receive the information, it will be presented at the Tartan Leadership Conference, which includes representation from all student government-recognized organizations. Education and programming will also be provided to all Greek 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 \(anonymous reporting option is available\)](#);

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- [Carnegie Mellon University Police Department](#);
- [Office of Title IX Initiatives](#); 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.

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REPORT	SUBJECT	DATE REPORTED	DATE CHARGED	DATE RESOLVED
1 of 2	Alpha Kappa Psi Business Fraternity, Omega Psi Chapter	3/23/2020	8/25/2020	12/9/2020

DESCRIPTION: A student, who was not a member of the Alpha Kappa Psi, Omega Psi Chapter, informed the university about concerns related to the new member process within the organization, which spanned multiple incidents throughout the Spring 2020 semester. The information provided alleged that the organization's new member program required new members to participate in an overnight sleepover, pay for cleaning costs associated with taking The Fence, and sleep overnight at The Fence.

After review of the reported information, it was determined that Carnegie Mellon University Police would conduct an investigation for alleged violations of the CMU Hazing Policy. The investigation, which involved former members of the organization, additionally focused on alleged behavior related to excess time commitments required of new members, dress code requirements of new members, and alcohol usage during the new member program. Following the completion of the investigation, the case was referred to CMU Student Affairs for further action.

FINDINGS: The organization has not been found responsible for a violation of the University Hazing Policy through the student conduct process. They have agreed to an informal resolution involving the implementation of educational outcomes to strengthen the organizational climate and culture.

OUTCOMES: The following educational outcomes have been agreed upon between CMU and Alpha Kappa Psi, Omega Psi Chapter and will remain in place until June 1, 2022. Failure to complete these items may result in disciplinary sanctions.

- Chapter Executive Board members, including the current president, and any chapter leaders responsible for the execution of the new member onboarding program, will collaborate with the Office of Student Leadership, Involvement, and Civic Engagement (SLICE) to conduct a thorough review of the Spring 2020 onboarding program and make any necessary and/or recommended changes to improve the experience. It is the expectation that these changes be codified according to organization practices to ensure they remain in place in the future. This review must take place by February 1, 2021
- Prior to the Spring 2021 semester new member onboarding process beginning, 90 percent of chapter members will receive education, which will include changes made to the process, as well as university expectations related to hazing. Carnegie Mellon has encouraged this session to be hosted by chapter leaders in collaboration with the SLICE office.
- For the next three semesters (Spring 2021, Fall 2021, and Spring 2022) new members will be required to complete a hazing education module provided by SLICE via Canvas within the first two weeks of the new member onboarding process.

STATUS: Alpha Kappa Psi, Omega Psi Chapter has agreed to the recommended outcomes, and is proactively collaborating with representatives from SLICE to comply with and accomplish the outcomes.

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REPORT	SUBJECT	DATE REPORTED	DATE CHARGED	DATE RESOLVED
2 of 2	Sigma Chi Fraternity, Lambda Pi Chapter	3/3/2020	9/29/2020	12/21/2020

DESCRIPTION: Multiple students, not affiliated with Sigma Chi Fraternity, Lambda Pi Chapter, informed the university about concerns related to the new member process within the organization, which spanned multiple incidents throughout the Spring 2020 semester. The information provided alleged that the organization's new member program required new members to consume alcohol and egregious amounts of food, included isolating members at events, intimidation, menial tasks, and unreasonable expectations placed on new members that were not also required of initiated members.

After review of the reported information, it was determined that Carnegie Mellon University Police would conduct an investigation for alleged violations of the CMU Hazing Policy and the CMU Alcohol and Drug Policy. At that time, the organization was placed on an interim suspension, ceasing all chapter activities until the case could be resolved. The investigation involved current organization leaders and former new members of the organization. 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 – Furnishing Alcohol to Minors. After two attempts at administrative resolution failed, the matter was referred to a University Disciplinary Committee. A hearing was convened on November 13, 2020, to review the allegations and a decision was provided to the organization on December 21, 2020.

FINDINGS: The organization was found not responsible for violating the university policy on Hazing. The available testimony and evidence that was reviewed did not meet the preponderance of the evidence standard necessary to establish that it was more likely than not that hazing occurred in the incidents under review. The organization was found responsible for violating the university policy on Alcohol and Drugs, as testimony confirmed that minors in the chapter were given access to and consumed alcohol that had been purchased by other members.

OUTCOMES: Sigma Chi Fraternity, Lambda Pi Chapter is not permitted to have alcohol at any of its social events or present within the Sigma Chi chapter facility from the date of receipt of the decision until the start of the Fall 2022 semester. Further, during the same time period, the organization is required to collaborate with the Office of Student Leadership, Involvement, and Civic Engagement (SLICE) to develop and implement a set of appropriate educational initiatives for its members as directed by SLICE. Although the chapter was not found responsible for violating the university's policy on Hazing in the incidents under review, the hearing testimony indicated that the organization would benefit from more intentional education on this topic in particular.

STATUS: While chapter leadership have been informed of the aforementioned findings and outcomes, the organization is afforded a time window to request an appeal of the decision that extends beyond the date of publication of this report. Should an appeal process occur and result in any alteration to the findings and/or outcomes reported here, an update will be provided in the next biannual report of hazing activity.