



**Millersville University
Hazing Biannual Report
August 2024**

Millersville University prohibits hazing within the University community, whether it occurs on or off-campus. The consent or assumption of the risk by an individual are not defenses to hazing conduct that is in violation of this policy. In addition, hazing conduct that is determined to be sanctioned by the University or an organization will not preclude the University from charging individuals or organizations for violating this policy. Hazing conduct that does not violate the Anti-Hazing Law may nevertheless constitute hazing under this policy which may result in individuals or organizations being charged for violating this policy. Interested student events, prospective members, or intake-related activities by nature must reflect the best interests of the parties involved, potential new members, members of the organization, the University, and the Millersville University community. For the purposes of University's Anti-Hazing policy, any activity or situation, upon which the initiation or admission into or affiliation with or continued membership in a recognized organization is directly or indirectly conditioned, shall be presumed to be "forced," the willingness of an individual to participate does not negate the standards of behavior expected of all involved with Millersville University, notwithstanding.

Additionally, the University supports and enforces the Commonwealth of Pennsylvania's Timothy J. Piazza Anti-Hazing Law, Act 80 of 2018. Failure to notify the College of an incident of hazing may be a violation of this policy. Any individual experiencing or witnessing behavior suspected of hazing is encouraged to report the behavior through the on-line [Hazing/Organizational Misconduct Report Form](#) or in-person to the Department of Campus Life, located in room 118 of the Student Memorial Center.

Hazing occurs when an individual intentionally, knowingly, or recklessly, for the purpose of initiating, admitting, or affiliating an individual into or with an organization, or for the purpose of continuing or enhancing an individual's membership or status in an organization, causes, coerces, or forces an individual to do any of the following:

1. Consume any food, drink, liquid, alcoholic liquid, drug, or other substance which subjects the individual to a risk of emotional or physical harm.
2. Any brutality of a physical nature, which may include but is not limited to whipping, beating, branding, paddling, kicking, striking, pushing, shoving, tackling, calisthenics, or exposure to the elements.
3. Endure brutality of a mental nature, which may include but is not limited to activity adversely affecting the mental health or dignity of the individual, sleep deprivation, exclusion from social contact, or conduct which could result in extreme embarrassment or degradation.
4. Any activity which has the potential to be frightening, intimidating, unlawful, degrading, or unduly deceptive, including deception designed to convince the individual of impending pain, injury, or non-initiation.
5. Any activity involving servitude, berating or verbally harassing individuals, throwing items at or on individuals, forcing individuals to carry items or wear apparel which is undignified, forcing individuals to yell when entering or departing a physical structure or in the presence of designated individuals, forcing individuals to use potential new member entrances or exits, intentionally creating labor or clean-up work, and requiring individuals to wear scant clothing or to be nude.
6. Endure brutality of a sexual nature.

7. Any activity which endangers or has the potential to endanger the academic performance of the individual, such as not allowing adequate time for, or interfering with academic commitments.
8. Any activity that involves the forced exclusion from social contact with any other individual.
9. Any willful destruction or removal of public or private property for the purpose of initiation or admission into or affiliation with, or as a condition for continued membership in an organization.
10. Any violation of federal, state, or local law or rule or University policy.

In addition to violating this policy and the University's Student Code of Conduct, hazing is a criminal offense under Pennsylvania's Crimes Code and is graded from a summary offence up to a third-degree felony depending on the severity of the misconduct. See 18 of Pa.C.S. §§2802-2803.

Millersville University's Anti-Hazing Policy can be viewed at this site.

<https://www.millersville.edu/about/administration/policies/pdf/student-affairs/anti-hazing-policy>.

**Millersville University 5-Year Hazing Report
January 2024**

Date Violation Charged	Subject or Organization	Description of Violation	Investigative Findings	Sanctions	Date Resolved
4/18/24 initial report	Kappa Alpha Psi	A Millersville University staff member reported incidents of concern regarding a student employee and their involvement in a fraternity. The student of concern shaved his head; another member of the organization also shaved his head. The staff member suspected the individuals were forced to participate in shaving their heads.	Unfounded	None	7/10/24
11/27/2023	Alpha Xi Delta	It was reported by the friend of a member that when she went through spring recruitment, and when she went to do her big/little reveal, all new members were put in a room and screamed at the new members. The new members were told they would not get to meet their big and were screamed at. They were then taken out one by one to apologize, but were then told, "instead of apologizing to the chapter do you want to meet your big".	Investigation concluded	Alpha Xi Delta is placed on probation for one year. Additionally, the organization must abide by all sanctions issued by the national organization.	02/14/2024
07/28/22	Sigma Tau Gamma	On July 27, 2022, Millersville University received a report involving multiple incidents of Hazing of new members within the	Investigation concluded	Sigma Tau Gamma is being given a temporary loss of University	February 14, 2023

		<p>Sigma Tau Gamma Fraternity. The incidents occurred between January and April 2022. Allegations include but are not limited to the following:</p> <ul style="list-style-type: none"> - Forced engagement in physical activities (calisthenics) and exposure to elements - Enduring brutalities of a mental nature, which included activity adversely affecting the mental health and dignity of individuals involved - Sleep deprivation - Conduct that could result in extreme embarrassment or degradation. - Activities which were frightening, intimidating, unlawful, degrading and caused pain and injury. - Activities involving servitude - Subjected to sexual harassment - Forced to stay in the Fraternity house for "Hell Week" and endured physically brutal activities and emotional degradation. 		<p>recognition and campus privileges for a designated period of time not to exceed five (5) years, imposed upon a student organization. The inactivation will be from February 13, 2023 to February 13, 2028. Sigma Tau Gamma is not eligible for reinstatement for a minimum of five (5) years.</p>	
11/05/21	Alpha Xi Delta	<p>It was reported that members of Alpha Xi Delta were required to participate in an activity called Blow or Blow as part of new member education. The activity, Blow or Blow, was described as members would have to do a line of cocaine or perform oral</p>	Not Responsible	N/A	01/10/2022

		sex on a fraternity member. Usually, the fraternity member would be Phi Delta Theta.			
11/03/2021	Sigma Tau Gamma	On November 3, 2021, we received an anonymous report of alleged hazing. It was reported that the fraternity physically and mentally hazes its potential new members. One of these events is the forced recitation of the Greek alphabet whereby if the pledge fails to recite properly, they are subject to physical tormenting. It was also alleged that there is a "hell week" right before the initiation, where members stay at the designated fraternity house for a week and are required to do whatever any member of the fraternity tells them to do or be subject to repercussions not known to the reporter. Among the physical treatment is forcing pushups, being pushed against a wall, and humiliation.	Not Responsible	N/A	01/24/2022
10/17/21	Alpha Sigma Alpha	Allegedly harassed another student regarding membership in the Alpha Sigma Alpha sorority. It is alleged that you insisted on in-person meetings despite the pandemic. The student was then dismissed from the sorority for non-compliance.	Not Responsible	N/A	N/A

2020 No Reported Incidents	N/A	N/A	N/A	N/A	N/A
2019 No Reported Incidents	N/A	N/A	N/A	N/A	N/A
2018 No Reported Incidents	N/A	N/A	N/A	N/A	N/A
2017 No Reported Incidents	N/A	N/A	N/A	N/A	N/A

Hazing Prevention Efforts January 2024

During the past academic year, prevention efforts have taken place to educate the campus on anti-hazing. Below is a list of these efforts.

Efforts within Athletics

Within the Department of Athletics, a web-based software, ARMS, is utilized to assign an educational document unique to each student-athlete annually. This document lists the state law/university policy and requires the student-athlete to review and sign off that they understand and agree. This action is required prior to a student-athlete being cleared for practice and/or competition. Additionally, per NCAA rules and regulations, Millersville University is required annually to conduct a compliance seminar with all student-athletes before they are cleared to begin participation. During this meeting, a specific topic addressed is hazing; athletic administration and coaches educate student-athletes on the expectations of anti-hazing prevention and reporting obligations. Annually, approximately 450 student-athletes sign off on these documents. Additionally, the Athletic Department has access to these signed forms. Lastly, coaches speak with students-athletes, particularly new students, annually about hazing as well as through recruiting trips.

During the 2023-24 academic year, approximately 450 student athletes will be assigned the ARMS paperwork. All student athletes are required to complete paperwork prior to being cleared for any team activities. Students cannot begin practicing until signing off on all paperwork. In the spring semester, the department added 10 students, each of which were assigned and will complete prior to being cleared to participate. The meeting with all teams will be conducted during pre-season practice time in late August.

Efforts within Campus Life-General

- For fall 2024, Campus Life will sponsor programming during National Hazing Prevention Week from September 23rd to September 27th. During this week, students will be encouraged to learn more about hazing and sign the Hazing Prevention Pledge. Campus Life plans to host a speaker to discuss hazing prevention efforts. Campus Life will share virtual programs offered by the National Hazing Prevention Network.

Efforts within Campus Life- Student Organizations

- Hazing Prevention information and the Anti-Hazing Policy were added to the Student Organization Guidebook in August 2019 and continue to be included in the guidebook.
- Each semester, the assistant director of Student Organizations and Leadership or a Campus Life representative meet with the President and New Member Educator of student organizations that have new member programs and are not part of Fraternity & Sorority Life. Phi Sigma Pi falls into this category. The University's Anti-Hazing Policy is reviewed. In addition, the Campus Life representative reads the student organizations' New Member Calendar and reviews every event taking place during the New Member Program. Every single member of these organizations signs compliance forms, stating that they have read and agreed to the Anti-Hazing Policy. These files are on record in Campus Life.
- Every academic year as part of the Activate Your Org process for all student organizations to remain active, the President and one other executive board member of every organization must complete the online Hazing Prevention 101 course hosted by Prevent Zone.

Efforts within Campus Life- Fraternity and Sorority Life

- All prospective new members of Fraternity and Sorority Life (FSL), before they are eligible to join FSL, must sign the Anti-Hazing Acknowledgement Form and participate in the Hazing Prevention 101 training. The Anti-Hazing

Policy and resources on hazing prevention are also listed and available in the prospective new member documentation that each prospective new member must sign before joining Fraternity and Sorority Life (FSL).

- University Hazing Policy is also read during informational or interest meetings by the director of Campus Life and/or assistant director of FSL.
- FSL members must participate in the Hazing Prevention 101 and the FSL hazing module through Prevent Zone yearly. Presidents and vice presidents are also required to complete the training as part of the *Activate Your Org* process.
 - All Anti-Hazing Acknowledgement Forms are on record with Campus Life.
- All new member education processes must be reviewed and approved with the assistant director of FSL prior to chapters being eligible to host new member education.
- At the New Member Orientation and Presidents' Retreat held yearly, the Anti-Hazing Policy and available hazing resources are reviewed.
- As of August 2021, all chapters must have the Anti-Hazing Policy read by the Office of Campus Life or delegate at any information or interest meeting.
- During Greek Week 2024, FSL held a "Do-Nut Haze" event. Members of each org helped table in the Atrium from 11 - 2 p.m. Students had to walk through each table to learn of the various levels of hazing, what signs to look out for, and how to report hazing incidents. Once these requirements were completed, students signed the banner and received a ticket for donuts from the Donut Guys.

Efforts within Student Conduct & Community Standards

- In August 2023 and January 2024, Resident Assistants (RAs) were trained on the Student Code of Conduct (SCC) and behavioral expectations of students. RAs were trained on how to address violations of the SCC.