

## Hazing Report Information – Kappa Alpha Order

**Name:** Kappa Alpha Order

**Date Incident Occurred:** Violations Occurred Between February 2, 2022 – February 7, 2022

**Date Institution Initiated Investigation:** February 7, 2022

**General Description of Incident:**

1. Organization incorporated calisthenics within the new member education experience that subjected new members to an unreasonable risk of harm and/or adversely affected the physical health and/or safety of students.

**Violations of Institution's Code:** Organization Hazing Offense

**Findings:** Responsible

**Sanctions and Remedies:**

1. The organization will complete the proposed support and development plan provided by the national office, with enhancements, which includes:
  - a. The organization is placed on disciplinary probation until May 31, 2023.
  - b. The organization is placed on social suspension until December 31, 2022. The organization's social suspension does not include Float, All-University Sing, intramurals or other activities that benefit the Baylor community or promote positive, internal chapter development (i.e., brotherhood retreat).
  - c. The organization will be managed by a committee of alumni members until chapter deficiencies are corrected.
    - i. Alumni members will directly advise chapter officers.
    - ii. At least one alumni member will attend each chapter meeting during the spring 2022 and fall 2022 semesters.
    - iii. Alumni members will select and appoint all nine chapter officers to serve through November 2022.
    - iv. Alumni members will facilitate an officer retreat for training, analysis, and strategic planning.
    - v. All members of the organization will meet with alumni members to determine if they will remain an active member or be removed from the organization.
    - vi. Alumni members will facilitate an educational session on risk management and social event management for all members of the organization resulting in the organization developing a social event management plan.
    - vii. Alumni members will facilitate an educational session on values-based recruitment, hazing prevention, and the new member experience resulting in the organization developing a recruitment plan and new member education plan.
  - d. At least four members will attend the national organization's emerging leaders conference for leadership training and development.
  - e. An organization officer will attend the national organization's leadership institute for intensive leadership and officer training.

- f. All nine chapter officers will attend the national organization's officer training conference for position specific officer training.
2. All members of Kappa Alpha Order will complete a specific hazing prevention course assigned by the Department of Student Activities and paid for by the chapter.
3. Following the successful completion of the hazing prevention course, the organization will initiate the current new member class during an agreed-upon process which limits the new member education activities to a five-day program consisting of only educational activities in an on-campus location to be led by alumni members.

**Date Resolved:** April 6, 2022.