

Hazing Report Information – Pi Kappa Phi

Name: Pi Kappa Phi

Date Incident Occurred: February 2, 2022 – February 5, 2022

Date Institution Initiated Investigation: February 7, 2022

General Description of Incident:

1. Organization incorporated sleep deprivation through repeated late night activities 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 in partnership with the national organization, will conduct a membership review to confirm student members commit to participate in the fraternity experience in alignment with university expectations and policies.
2. All members of Pi Kappa Phi will complete a specific hazing prevention course assigned by the Department of Student Activities and paid for by the chapter.
3. 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).
4. The organization will complete the proposed remedial action plan provided by the national office, with enhancements, which includes:
 - a. The organization is placed on disciplinary probation until May 31, 2023.
 - b. Following the successful completion of the membership review and 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.
 - c. 90% of organization members complete an educational workshop focused on dignity, respect, and bystander intervention.
 - d. Organizational leadership will develop behavioral expectations for new member events and activities:
 - i. All members and new members will receive education on these expectations.
 - ii. All members will agree to abide by these policies or will be unable to participate in new member activities and events.
 - e. Two delegates will attend the national organization's leadership conference.
 - f. Six delegates will attend the national organization's conference for chapter officers.
 - g. A national organization representative will participate in monthly calls with organization members throughout probationary period to ensure the organization is compliant with risk management policies.

- h. The organization will review new member education program with national organization representative in advance of hosting new member education activities and events.
- i. The organization will recruit a contracted advisor for a period of 10 months.
- j. An organization representative will meet monthly with Student Activities staff member until the conclusion of the probationary period.
- k. The organization will host all new member education activities and events in an on-campus location until the conclusion of the probationary period.

Date Resolved: April 7, 2022