

**Muhlenberg College Anti-Hazing Report
July 19, 2023 Update
July 2018 - July 2023**

Name of the Subject of the Report: Delta Zeta

Date of Report: October 19, 2021

Date Charged: November 9, 2021

General description of the violation, any investigation and findings by the institution and, if applicable, penalties:

It was reported that during the Fall 2021 semester, new members were instructed to line up outside in alphabetical order and then ring a doorbell when everyone was present before they entered Delta Zeta Chapter House; not allowed to go to parties related to Delta Zeta without text confirmation; and were yelled at during Delta Zeta new member education meetings. An investigation was conducted by the College. As a result of the investigation, Delta Zeta was charged with the following alleged violation of the College's Anti-Hazing Policy:

Care for Others 1.a.iv. - Hazing - Hazing as defined in the College's Anti-Hazing Policy

- New members were instructed to line up outside in alphabetical order and then ring the doorbell when everyone was present before they entered Delta Zeta Chapter House during the 2021 Fall Semester. (Responsible)
- New members were not allowed to go to parties related to Delta Zeta without text confirmation during the 2021 Fall Semester. (Responsible)
- New members were yelled at during Delta Zeta new member education meetings during the 2021 Fall Semester. (Responsible)

Sanctions imposed: *Primary sanction(s):* Disciplinary Warning.

Additional Sanctions and Stipulations: the chapter was required to work with Headquarters to re-evaluate their New Member Education experience, attend educational workshops assigned by Headquarters, and re-evaluate traditions, along with any additional sanctions required by Headquarters.

The date on which the matter was resolved: November 12, 2021

Name of the Subject of the Report: Alpha Tau Omega

Date of Report: October 30, 2019

Date Charged: November 12, 2019

General description of the violation, any investigation and findings by the institution and, if applicable, penalties: The Assistant Dean of Students & Director of Student Transitions received anonymous reports regarding the New Member Program for Alpha Tau Omega (ATO). The reports provided information that a new member event, with potential hazing, was set to occur on the evening of October 30, 2019. The reports detailed actions/activities that New Members had to endure or were expected to complete. Some of the actions included: no walking on grass (anywhere), sleeping in the house (one week), physical conditioning in the form of push-ups, sit-ups and, "wall sits", in the basement/sub-basement, and cleaning the house (throughout the semester). The College conducted an investigation. As a result of the

investigation, ATO was charged with the following alleged violations of the College's Anti-Hazing Policy:

Section 1.a. iv. Care for Others (Hazing as defined in the Muhlenberg College Anti-Hazing Policy):

- New members were instructed to perform calisthenics and encourage rapid consumption of food and/or alcohol in a specific time period in the ATO Chapter House during the Fall 2019 semester. (Responsible)
- New members were required to sleep on the first floor of the ATO Chapter House during the Fall 2019 semester. (Responsible)

Section 3.a. xiv. Care for the Community (Prohibited Conduct) Violation of any Federal, state, or local laws or ordinances (Timothy J. Piazza Anti-Hazing Law, Pennsylvania State Law):

- New members were instructed to perform calisthenics and encourage rapid consumption of food and/or alcohol in a specific time period in the ATO Chapter House during the Fall 2019 semester. (Responsible)

Sanctions imposed: *Primary sanction(s):* Disciplinary Probation effective December 2, 2019 through May 31, 2021 and Social Probation effective December 2, 2019 through December 31, 2020.

Additional Sanctions and Stipulations: ATO will not be permitted to take a new member class until at least March 2020 and only after sufficient member education has occurred regarding all aspects of the fraternity. ATO fraternity house will remain a substance free facility for the duration of their social probation period. This includes private living spaces, common spaces, and outdoor spaces of the property. Full chapter training on the following topics will occur each semester: anti-hazing, bystander intervention, proper new member education content/delivery, and alcohol and other drug use/abuse. ATO will take responsibility for developing and leading a peer-to-peer presentation/workshop that can be offered to all other Greek letter organizations prior to fall 2020 recruitment. ATO Alumni Board will ensure that access is fully restricted to the sub-basement of the house at all times unless it is for a specified purpose and with the supervision of an authorized Alumni Board member.

The date on which the matter was resolved: December 2, 2019

Name of the Subject of the Report: Alpha Chi Omega

Date of Report: September 17, 2019

Date Charged: October 14, 2019

General description of the violation, any investigation and findings by the institution and, if applicable, penalties: An initial Investigation began when an Online General Incident Report Form was received from a coach. The coach reported information from a new Alpha Chi Omega member. The new member told the coach their concerns regarding the new member education process for the Alpha Chi Omega sorority. All new members and officers were interviewed. As a result of the investigation, Alpha Chi Omega was charged with the following alleged violation of the College's Anti-Hazing Policy:

Hazing - Hazing as defined in the College's Anti-Hazing Policy.

- New members were instructed to line up single file, closed eyes, blind folded, entering the dark basement of AXO House on September 26, 2019. (Responsible)
- New members were ridiculed and/or embarrassed if they incorrectly answered questions asked by senior sisters in the AXO House on September 26, 2019. (Responsible)
- New members were required to sit in a non-ventilated basement for up to three hours, and asked to cover windows in the basement during the 2019 Fall Semester. (Not Responsible)
- New members received general threats and faced intimidation regarding secretive behavior (i.e. berating and tearing down new members in the way they were told to dress, speak and behave) in the AXO house during the 2019 Fall Semester. (Not Responsible)

Sanctions imposed: *Primary sanction(s):* Disciplinary Warning and Social Probation effective October 22, 2019 through December 31, 2019 provided that social events may be permitted during the Social Probation period if approved by the College.

Additional Sanctions and Stipulations: Alpha Chi Omega is required to work with headquarters, chapter/alumni advisor(s) and the College's Assistant Dean of Students & Director of Student Transitions to improve in the following areas: re-evaluate where activities take place for New Member Education (NME), attend educational workshops with Headquarters, work with the College's Assistant Dean of Students & Director of Student Transitions to facilitate conversation about building consensus among members on what NME should entail and building strong relationships between members, conversation with the College's Assistant Dean of Students & Director of Student Transitions about the reasons for approval of the NME schedule, set a date when the NME schedule is due to Headquarters, attend weekly phone calls with Headquarters to talk about what the new members will be doing that week, re-evaluate traditions and rituals of Alpha Chi Omega.

The date on which the matter was resolved: October 23, 2019
