Millersville University
Campus Hazing Transparency Report
January 2026

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 the 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.

The University supports and enforces the federal Stop Campus Hazing Act of 2024 and the Commonwealth of Pennsylvania's Timothy J. Piazza Anti-Hazing Law, Act 80 of 2018. Failure to notify the University 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, as defined in the University Anti-Hazing Policy, means any intentional, knowing, or reckless act committed by a person (whether individual or in concert with other persons) against another person or persons regardless of the willingness of such other person or persons to participate, that:

- Is committed in the course of an initiation into, an affiliation with, or the maintenance of membership in, a student organization; and
- Causes or creates a risk, above the reasonable risk encountered in the course of participation in the institution or higher education or the organization (such as the physical preparation necessary for participation in an athletic team), of physical or psychological injury including;
    - Whipping, beating, striking, electronic shocking, placing of a harmful substance on someone's body, or similar activity;
    - Causing, coercing, or otherwise inducing sleep deprivation, exposure to the elements, confinement in a small space, extreme calisthenics, or other similar activity;

- Causing, coercing, or otherwise inducing another person to consume food, liquid, alcohol, drugs, or other substances;
- Causing, coercing, or otherwise inducing another person to perform sexual acts;
- Any activity that places another person in a reasonable fear of bodily harm through the use of threatening words or conduct;
- Any activity against another person that includes a criminal violation of local, state, tribal, or federal law; and
- Any activity that induces, causes, or requires another person to perform a duty or task that involves a criminal violation of local, state, tribal, or federal law.

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 offense 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/policies/pdf/administration/anti-hazing-policy.pdf The below report outlines all hazing allegations at the University in the past five years. Please note, that varying parameters and reporting requirements will result in different statistics with hazing crimes counted in the Clery, Annual Security Report; compared to responsible findings listed to comply with the Stop Campus Hazing Act, Transparency Report; and reported incidents listed to comply with the Timothy J. Piazza Anti-Hazing Law, Biannual Hazing Report.

Millersville University 5-Year Campus Hazing Transparency Report
January 2026

Date Violation Charged	Subject or Organization	Description of Violation	Investigative Findings	Sanctions	Date Resolved
12/10/25	Tau Kappa Epsilon	Campus Life received a report from two other PASSHE schools involving Millersville TKE members hazing new members at Kutztown University, and members of Kutztown TKE hazing new members at Millersville. Allegations include;	Open Investigation	Open Investigation	Open Investigation
5/7/25	Tau Kappa Epsilon	Campus Life received an anonymous report stating that students participating in the new member process for Tau Kappa Epsilon fraternity were required to eat a live fish during the process. Additionally, the brothers of TKE put a bag over a student's head, drove him to a location, and then the student had to make their way back to the original location in the dark.	After reviewing the investigative report and interview notes from meetings with 10 members, the evidence is insufficient to substantiate the allegations of hazing.	None	7/11/25
9/7/24	Alpha Sigma Tau	It was reported that members of Alpha Sigma Tau pressured new members, referred to as pledges in the report, to participate in a drinking game at their bid parties each year. The game, known as "scrolling" has organization members initiated in previous years giving new members a bottle or container of alcohol and say "scroll" and make the new members drink alcohol.	Not Responsible	None	10/17/2024
4/18/24	Kappa Alpha Psi	A Millersville University staff member reported an incident of concern regarding a student employee and their involvement in a fraternity. The student of	Unfounded	None	7/10/24

		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.			
11/27/23	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 were told they would not get to meet their big. 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	• Probation for 1 year • Additionally, the organization must abide by all sanctions issued by the national organization.	02/14/24
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 Sigma Tau Gamma Fraternity. The incidents occurred between January and April 2022. Allegations include but are not limited to the following: • 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.	Investigation concluded	• Temporary loss of university recognition and campus privileges for a designated period not to exceed five (5) years. • The inactivation began February 13, 2023, and continue until February 13, 2028. • Sigma Tau Gamma is not eligible for reinstatement for a minimum of five (5) years.	2/14/23

		• Forced to stay in the Fraternity house for "Hell Week" and endured physically brutal activities and emotional degradation.			
11/05/21	Alpha Xi Delta	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 sex on a fraternity member. Usually, the fraternity member would be Phi Delta Theta.	Not Responsible	N/A	01/10/22
11/03/21	Sigma Tau Gamma	On November 3, 2021, we received an anonymous report of alleged hazing. It was reported that the fraternity physically and mentally hazed 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	01/24/22
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 Reports				

* Please note, that varying parameters and reporting requirements will result in different statistics with hazing crimes counted in the Clery, *Annual Security Report*; compared to responsible findings listed to comply with the Stop Campus Hazing Act, *Transparency Report;* and reported incidents listed to comply with the Timothy J. Piazza Anti-Hazing Law, *Biannual Hazing Report*.

Hazing Prevention Efforts
January 2026

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, according to 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 500 student-athletes sign off on these documents. Additionally, the Department of Athletics has access to these signed forms. Lastly, coaches speak with students-athletes, particularly new students, annually about hazing as well as through recruiting trips.

Efforts within Campus Life-General

- In the fall 2025 semester, Campus Life sponsored programming during National Hazing Prevention Week from September 22nd- September 26th. On September 22, 2025, 194 students attended the Hazing Prevention Fair to learn more about hazing resources and how to prevent it. Participating areas included: Fraternity & Sorority Life, Campus Recreation, Student Conduct, Club Sports Council, and Student Organizations & Leadership. Those who participated signed the banner and received free cookie dough from Scoop-O-Dough. On September 23, 2025, 6 students participated in a hazing prevention trivia. On September 24, 2024, 12 students attended a guest speaker, Dr. Michael Ayalon from Greek University, who spoke on Membership Accountability. Students were able to join online webinars hosted by the Hazing Prevention Network to learn more ways to combat hazing.

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, 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.
- The Student Organizations & Leadership area of Campus Life hosted the Lead the Ville a 5-part leadership series this fall 2025 semester. One of the leadership topics covered was ethical leadership. We chose ethical leadership as a topic so that it's an additional hazing prevention intervention.

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 FSL.
- The University Anti-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 annually. 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 annually, 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 informational or interest meeting.
- As of Fall 2024, all new members must attend a mandatory meeting. If they cannot attend, they are required to participate in a D2L module. The meeting covers risk management, FSL expectations, marketing, and FSL policies. The policies portion include the MU Anti-Hazing Policy, recognition procedures, and the hazing prevention bi-annual report. This semester, the two meetings were held on Tuesday, December 2nd and Wednesday, December 3rd at 5 p.m. A total of 22 students attended and 2 will participate in the virtual module during the winter break.
- Fraternity & Sorority Life tabled at the Party Safe event hosted by CHEP (Center for Health Education & Promotion) and the Department of Campus Life on Wednesday, November 19th. At the FSL table, they discussed how consuming alcohol during new member education is considered hazing. Students learned different approaches to membership bonding without involving alcohol. 97 students attended the event.

Efforts within Student Conduct & Community Standards

- The Office of Student Conduct and Community Standards conducts annual training with Resident Assistants (RAs). During this training, the student code of conduct and behavioral expectations of students are reviewed. The Resident Assistants are also trained on how to address violations of the SCC.
- Student Conduct participated in the Anti-Hazing Tabling event during Hazing Prevention week to educate students on the conduct process during a hazing investigation.