

Millersville University
Hazing Biannual Report
September 2021

The 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 involved parties, 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 College 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 to be hazing is encouraged to report the behavior through the on-line [Incident Reporting 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, e.g., running personal errands, berating or verbally harassing individuals, throwing items at or on individuals, forcing individuals to carry items or wear apparel which is undignified, requiring public stunts, such as 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
September 2021**

Reports in the past 5 years

Date Violation Charged	Subject or Organization	Description of Violation	Investigation Findings	Sanctions	Date Resolved
2021 No Reported Incidents	NA	NA	NA	NA	NA
2020 No Reported Incidents	NA	NA	NA	NA	NA
2019 No Reported Incidents	NA	NA	NA	NA	NA
2018 No Reported Incidents	NA	NA	NA	NA	NA
2017 No Reported Incidents	NA	NA	NA	NA	NA

Hazing Prevention Efforts

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 education student-athletes on the expectations of anti-hazing preventions 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.

20-21 academic year – a total of 503 students completed the ARMS paperwork. In 21-22 thus far, 498 have completed the ARMS paperwork. There is likely more students that will be added this semester and/or in the spring that will increase the number of students for 21-22. The meeting with all teams was conducted on 3 dates. Football 8/7/2021, other fall teams 8/15/2021, all other sports 8/22/2021.

Efforts within 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 there.
- Each semester the Assistant Director of Student Organizations and Leadership meets with the President and New Member Educator of student organizations that have new member programs and are not part of Fraternity & Sorority Life. These organizations include Delta Phi Eta, and Phi Sigma Pi. The University's Anti-Hazing Policy was reviewed. In addition, the Assistant Director reads through 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. In the fall of 2020 neither of these student organizations held new member programs.
- Every 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.
- Campus Life sponsored and coordinated a "Hazing 101 for Student Leaders" workshop scheduled in Spring 2020 as part of the Leading Orgs series, but it was cancelled due to COVID-19.
- Campus Life sponsored and coordinated "Hazing Prevention 101 for All Student Orgs" on September 28, 2020, and October 12, 2020 as part of the Leading Orgs program.

Efforts within Fraternity and Sorority Life

- All prospective new members of 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 & Sorority Life.

- University Hazing Policy is also read during Informationals or Interest Meetings by the Director of Campus Life and/or Assistant Director of Fraternity and Sorority Life.
- FSL members are required to participate in both the Hazing Prevention 101 module 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 for Fraternity & Sorority Life prior to chapters being eligible to host new member education.
- At the New Member Orientation and Presidents' Retreat held yearly, the Anti-Hazing Policy as well as where to report and where resources are available are reviewed.
- During Fall 2021, FSL community members have participated in events that provide visibility to the FSL community and larger education about issues related to FSL.
 - September 13th- 75 students in attendance
 - September 1st -FSL Convocation
 - August 21st - Fraternity/Sorority Life Orientation Workshop for first- year & second-year students
- FSL partnered with Harbor Institute to do a full series of programs with facilitator Attorney Rasheed Cromwell.

Efforts within Campus Life

- During the Fall 2019 semester, Campus Life sponsored two different events during the National Hazing Prevention Week to encourage students to learn more about Hazing and sign the Hazing Prevention Pledge. More than 25 students participated in signing the pledge and had access to resources from Hazing Prevention.org.
- PASSHE (Pennsylvania State System of Higher Education) Hazing Investigator Training attended by members of Campus Life Team and Division of Student Affairs & Enrollment Management on June 28, 2021, which was most of the day. The facilitator, Gentry McCreary, provided many examples for the participants.
- During Fall 2021 semester, Campus Life sponsored events during National Hazing Prevention Week.
- Resident Assistants (RAs) received training about the anti-hazing policy and warning signs to look for when talking with residents.
- Students in Club sports participated in an online 1-hour training module from Prevent Zone entitled Hazing Prevention: It's Everyone's Responsibility, and endorses by hazingprevention.org

Efforts within Student Conduct & Community Standards

- Attended the day long training on June 28, 2021 – Hazing Investigation Training by DYAD/Dr. Gentry McCreary.