



**University of Pittsburgh
University Anti-Hazing Policy
Policy CS 32**

Implementing Executive: Senior Vice Chancellor and Chief Legal Officer
Responsible Units: Office of Compliance, Investigations, and Ethics, Division of Student Affairs, Office of Public Safety and Emergency Management
Category: Community Standards
Effective Date: August 22, 2025

I. Purpose

The purpose of this Policy is to codify the University of Pittsburgh's ("University") rules related to Hazing and Hazing prevention. Specifically, this Policy clarifies the responsibilities of the University's various offices in the prevention of Hazing, response to Hazing allegations at the University, Hazing reporting requirements, resources for victims of Hazing, and compliance with applicable federal and state law, including the Stop Campus Hazing Act, Pub. L. No. 118-173 (2024) (amending 20 U.S.C. § 1092(f)) and the Timothy J. Piazza Antihazing Law, 18 Pa. C.S. § 2801, et seq.

II. Scope

This Policy applies to all persons, including but not limited to: University Members (including faculty, staff, and students), Student Organizations, or any person associated with an organization operating under the sanction or recognition of the University. Individuals who are not University Members are prohibited from violating this Policy but are not entitled to the process provided in the accompanying Procedure, but instead the matter may be referred to the appropriate authorities.

III. Definitions

- A. Complainant - An individual who files a report alleging conduct that could constitute Hazing

- B. Hazing - Intentional, knowing, or reckless act, on or off campus, committed by any person (whether individually, in concert with others or on behalf of an organization) against any other person (whether or not that other person provided consent or is a willing participant) that:
 - a. is committed in the course of an initiation into, an affiliation with, the maintenance of membership in, or the enhancement of status in, a student organization; and
 - b. causes or creates an unreasonable risk of physical or psychological injury (hazing shall not include reasonable and customary risks, such physical preparation associated with an athletic team).
- C. Hazing Education and Prevention Program - A set of trainings, workshops, and other educational activities/materials used to educate University Members and/or University-recognized organizations on ways to prevent, recognize, and report incidents of Hazing pursuant to the provisions found in section IV.A
- D. Campus Hazing Transparency Report - a summary of hazing allegations and findings concerning any Student Organization (except that this shall only apply to student organizations that are established or recognized by the University), including whether the respondent was found to be in violation of the University's standards of conduct related to Hazing.
- E. Respondent - Any person or organization who has been reported to be the perpetrator of Hazing in violation of this Policy.
- F. Student Organization - an organization at the University (such as a club, society, association, varsity or junior varsity athletic team, club sports team, fraternity, sorority, band, or student government) in which two or more of the members are students enrolled at the University, whether or not the organization is registered with or officially recognized by the University as a student organization.
- G. University Member - anyone employed by, contracted with, or enrolled at the University of Pittsburgh, including faculty, staff, students, interns, post docs, research fellows, academic visitors, volunteers etc.

IV. Policy

Hazing is strictly prohibited at the University. Organizations or individuals found responsible for Hazing under this Policy, whether occurring on or off campus, will be subject to disciplinary action by the University in accordance with this Policy and University Procedure CS 32.

Separately, such actions may also subject them to criminal charges under state law, including the Timothy J. Piazza Antihazing Law, 18 Pa. C.S. § 2801, et seq.

A. Hazing Education and Prevention Programs

The University is committed to preventing Hazing and maintaining and implementing sustainable Hazing prevention efforts in accordance with 20 U.S.C. 1092(f)(1)(L). To that end, the University administers Hazing Education and Prevention Programs (“Programs”). The sections below detail the requirements for the Programs and those offices responsible for administering the Programs.

1. Requirements

The University’s Hazing Education and Prevention Programs will address (1) education on the definition of Hazing, (2) effective bystander intervention practices, (3) clear direction on where to report Hazing, and (4) resources available to University Members related to Hazing and Hazing prevention. Additionally, all prevention efforts are research-informed and aligned with best practices.

2. Responsibilities for Programs for Students, Faculty, and Staff

a. Hazing Education and Prevention Programs for Students:

The Division of Student Affairs (“Student Affairs”) is responsible for developing and facilitating Hazing Prevention Programs for students, student groups, and other University- recognized student organizations.

b. Hazing Education and Prevention Programs for Faculty:

The Office of the Provost (“Provost Office”) is responsible for developing and facilitating Hazing Prevention Programs for faculty, post docs, and teaching assistants.

c. Hazing Education and Prevention Programs for Staff:

The Office of Human Resources (“OHR”) is responsible for developing and facilitating Hazing Prevention Programs for staff.

B. Investigations

Allegations of hazing will be reviewed and thoroughly investigated in accordance with 20 U.S.C. 1092(f)(1)(K). The Office of Compliance, Investigations & Ethics (“CIE”) will conduct inquiries and investigations concerning hazing in collaboration and partnership with OHR, the Office of Civil Rights & Title IX, the Office of Student Conduct, and the University Police Department as appropriate. For more information related to Hazing Investigations, please see University Procedure CS 32.

Following its investigation, CIE will make a finding as to whether the alleged conduct occurred and if so, whether it constitutes Hazing. Examples of acts that may constitute hazing include but are not limited to:

1. whipping, beating, striking, electronic shocking, placing of a harmful substance on someone's body, or similar activity;
2. causing, coercing, or otherwise inducing sleep deprivation, exposure to the elements, confinement in a small space, extreme calisthenics, or other similar activity;
3. causing, coercing, or otherwise inducing another person to consume food, liquid, alcohol, drugs, or other substances;
4. causing, coercing, or otherwise inducing another person to perform sexual acts;
5. any activity that places another person in reasonable fear of bodily harm through the use of threatening words or conduct; or
6. any activity against another person that includes or induces another to violate any applicable criminal law.

C. Reporting

1. University Member Reporting Requirements

Campus Security Authorities (CSAs), as defined by the Clery Act (20 U.S.C. § 1092(f)) and University Policy AO 07, are required to report alleged Hazing incidents, including those allegedly committed by student organizations that are not formally recognized by the University (i.e., suspended organizations). The University Police Department also includes reports of Hazing that are reported to local law enforcement agencies within its annual statistics and ongoing notification requirements.

The University strongly encourages all other University Members who are not CSAs, who believe they have witnessed, experienced, or are aware of Hazing to report Hazing incidents. Several options are available for you to report incidents and suspected incidents of Hazing (see Appendix).

The Office of Public Safety and Emergency Management publishes an Annual Security and Fire Safety Report, which includes all Clery Act required statistics, including Hazing, as outlined in [University Policy and Procedure AO 07](#).

2. Transparency and External Reporting

CIE is responsible for publishing and maintaining the campus hazing transparency report listing allegations of Hazing and findings of Hazing investigations, including whether the subject of the allegation was charged with violating the University's Anti-Hazing policy or standards of conduct related to Hazing. This report will be available on the CIE website and will be updated biannually. CIE will make available five (5) years of data. Each entry will contain the following information:

- a. Name of the organization;
- b. General description of the alleged violation, including whether the violation involved the abuse or illegal use of alcohol or drugs;
- c. Date the incident was alleged to have occurred;
- d. Date the investigation into the incident was initiated;
- e. Date the investigation concluded;
- f. Date the organization was notified of the outcome of the investigation;
- g. Date on which the subject was charged with the alleged violation;
- h. Findings of the investigation; and
- i. Any sanctions placed on the organization, if applicable.

V. Noncompliance

Any person found responsible for Hazing in accordance with this Policy will be subject to sanction, as determined by the appropriate University processes (see Procedure CS 32).

VI. Contact Information and Public Accessibility

This Policy is posted under Community Standards on the Office of Policy Development & Management's website and can be found at: <https://www.policy.pitt.edu>.

Appendix

Reporting Hazing on University of Pittsburgh Campuses

PITTSBURGH CAMPUS

Reports of hazing may be filed with the Office of Compliance, Investigations and Ethics (CIE) via telephone at 412-383-4553, email at compliance@pitt.edu, or online through the [Pitt Concern Connection](#). The PCC allows reporting with or without identifying yourself. However, anonymous reports greatly limit the University's ability to respond to and investigate the report.. The PCC allows reporting with or without identifying yourself. However, anonymous reports greatly limit the University's ability to respond to and investigate the report.

Reports may also be made to the [Pitt Police](#) at 412-624-2121, online at <https://www.safety.pitt.edu/police/report/submit-tip>, or through the Rave Guardian app on your smartphone.

Reports may be filed with the Office of Student Conduct (412-648-7910).

Hazing related to any University of Pittsburgh athletics teams may also be reported to the Director of Athletics at 412-648-8230 or the Associate Athletic Director for Student Life and Compliance at 412-648-8452.

Hazing related to any University of Pittsburgh fraternity and sorority life chapter organization may also be reported to the Office of Sorority and Fraternity Life at 412-648-9523.

Hazing related to any University of Pittsburgh student organization may also be reported to the Student Organization Resource Center at 412-624-7115.

BRADFORD CAMPUS

Reports of hazing may be filed with the Office of Compliance, Investigations and Ethics (CIE) via telephone at 412-383-4553, email at compliance@pitt.edu, or online through the [Pitt Concern Connection](#). The PCC allows reporting with or without identifying yourself. However, anonymous reports greatly limit the University's ability to respond to and investigate the report. [Pitt Concern Connection](#). The PCC allows reporting with or without identifying

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Reports may be made to Campus Police at 814-362-7500 between 8 a.m. and 5 p.m. or 814-362-5057 at all other times; or to the Associate Dean of Student Affairs at 814-362-7650. Hazing related to any Pitt-Bradford athletic teams may be reported to the Director of Athletics and Recreational Sports at 814-362-5093.

GREENSBURG CAMPUS

Reports of hazing may be filed with the Office of Compliance, Investigations and Ethics (CIE) via telephone at 412-383-4553, email at compliance@pitt.edu, or online through the [Pitt Concern Connection](#). The PCC allows reporting with or without identifying yourself. However, anonymous reports greatly limit the University's ability to respond to and investigate the report.

Reports may be made to the University Police (724-836-9865) or the Office of Student Life and Success (724-836-9917).

Although the University encourages students and others to make formal reports, you may file an anonymous report with the University Police online at

<https://pitt.wufoo.com/forms/pwe2onm1xcjti0/> or by using the Rave Guardian app from a smartphone. Anonymous reports greatly limit the University's ability to respond to and investigate the report. or by using the Rave Guardian app from a smartphone. Anonymous reports greatly limit the University's ability to respond to and investigate the report.

Hazing related to any University of Pittsburgh at Greensburg athletics teams may also be reported to the Director of Athletics at 724-836-9949.

JOHNSTOWN CAMPUS

Reports of hazing may be filed with the Office of Compliance, Investigations and Ethics (CIE) via telephone at 412-383-4553, email at compliance@pitt.edu, or online through the [Pitt Concern Connection](#). The PCC allows reporting with or without identifying yourself. However, anonymous reports greatly limit the University's ability to respond to and investigate the report.

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Reports may be made to the University Police (814-269-7005), the Office of Student Conduct (814-269-7133) or the Office of Campus Activities and Engagement (814-269-7881).

Although the University encourages students and others to make formal reports, you may file an anonymous report with the University Police by calling 814-269-7233 or by using the Rave Guardian app from a smartphone. Anonymous reports greatly limit the university's ability to respond to and investigate the report.

Hazing related to any University of Pittsburgh at Johnstown athletics teams may also be reported to the Director of Athletics at 814-269-2001 or the Assistant Director of Athletics at 814-269-7011

TITUSVILLE CAMPUS

Reports of hazing may be filed with the Office of Compliance, Investigations and Ethics (CIE) via telephone at 412-383-4553, email at compliance@pitt.edu, or online through the [Pitt Concern Connection](#) . The PCC allows reporting with or without identifying yourself. However, anonymous reports greatly limit the University's ability to respond to and investigate the report.

Reports may be made to the University Police 814.827.4488 or the Office of the Executive Director 814.827.4455.

Although the University encourages students and others to make formal reports, you may file an anonymous report with the University Police online at upt.pitt.edu/anonymous-tip. Anonymous reports greatly limit the University's ability to respond to and investigate the report.

Students who feel they have been victims of hazing should contact the Pitt-Titusville police 814.827.4488 or the Office of the Executive Director 814.827.4455.