



**University of Pittsburgh
University Anti-Hazing Procedure
Procedure 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

This Procedure defines the processes for hazing investigation, adjudication, and reporting, and effectuates the standards established in University Policy CS 32, University Anti- Hazing Policy

II. Definitions

Please refer to University Policy CS 32 University Anti- Hazing Policy, for definitions of the terms used in this Procedure.

III. Procedure

A. Investigations

1. Principles

a. Burden of Proof

The burden of proof for finding a violation rests with the University. The Respondent is presumed to be not responsible for violating University policy until such time as the Respondent accepts responsibility or is found in violation, based on a preponderance of the evidence, at the conclusion of the resolution process.

b. Concurrent Processes

For allegations involving students, the Office of Compliance, Investigations & Ethics (CIE) will work collaboratively with the Office of Student Conduct to review and respond to hazing investigations.

In some incidents, conduct may also constitute a violation of the law. The University's processes are separate from the criminal justice system, but the CIE and the Office of Student Conduct will work collaboratively with the University of Pittsburgh Police Department or other law enforcement agencies, as appropriate.

In other incidents, there may be hazing allegations that include reference to other violations of University Policy, for example, sexual misconduct, bias, or discrimination. In such cases, the CIE will work collaboratively with the Office of Civil Rights & Title IX, or other offices as appropriate. Student Organizations and/or individuals may also be referred to the Office of Student Conduct or Office Human Resources for further adjudication.

c. Interim Actions

The Office of Student Conduct, the Office of Human Resources, or Office of the Provost may impose interim actions when it is necessary to address a threat to the health or safety of any person, a threat to property, or a disruption or interference with the normal operations of the University, or when an organization or individual is charged with a serious violation of state or federal law. To the extent consistent with applicable collective bargaining agreements, University policy or procedures, interim action may include, but is not limited to, an interim suspension from activities or operations or administrative leave.

Interim actions remain in effect only as long as the applicable office determines there is a need for such action or until the matter has been investigated, adjudicated, or otherwise resolved in accordance with applicable policy or procedure.

d. Advisor or Support Person

Complainants and Respondents are entitled to an advisor or support person of their choice to accompany the party to any meeting or proceeding associated with this Policy. The advisor or support person is not permitted to participate directly in the process. Any person who was involved in the conduct at issue or might be considered a witness in the matter cannot serve as an advisor or support person.

e. Retaliation

Retaliation is prohibited and may constitute separate grounds for disciplinary action. Retaliation is the act of taking adverse action against any person involved in the investigation process or based upon the person's reporting or participation in the process. Retaliation includes behavior on the part of any related person or party.

An individual who believes they have experienced retaliation should contact the CIE or submit a report using the [Pitt Concern Connection](#).

2. Process of Investigation

a. Review of Initial Report

All allegations of hazing shall be reported to the [Pitt Concern Connection](#). Upon receipt of a report of hazing, the CIE shall initiate an initial inquiry. The inquiry will evaluate whether:

- i. the report contains information, that if proven by a preponderance of the evidence, would constitute hazing;
- ii. the University has jurisdiction over the Respondent and the underlying allegations;

- iii. the matter requires further investigation and review; and
- iv. other offices should be notified and participate in the review of the allegations.

The CIE may also coordinate its review of any report with the Office of Student Conduct, Student Affairs, Office of Human Resources, or any other School, Unit, or Department to determine the most effective review and response to any allegation of hazing.

b. Notice of Allegations

If the CIE determines that further investigation is required, it will send a written notice of allegations to the Respondent. The Notice will include:

- i. A brief description of the alleged misconduct;
- ii. The name and contact information of the assigned investigator(s);
- iii. Whether the Respondent may be subject to discipline;
- iv. Links to the applicable University policies

If CIE determines that further investigation is not required, the Assistant Vice Chancellor for Compliance, Investigations & Ethics may close the investigation and that decision shall be final, barring new information.

c. Fact Gathering

The University will gather relevant information including documents, photographs, communications, other electronic records as appropriate, as well as other information from the parties and/or witnesses. Fact gathering, including interviews, may occur at any time during the resolution process, prior to a final decision.

During the fact gathering process, CIE will meet with the Respondent and any Complainants or complaining witnesses. If the Respondent accepts or admits responsibility for the conduct alleged during any meeting with the CIE, the matter will be referred to the appropriate decision-maker for determination of sanctions. For student and student organization Respondents, the decision-maker shall be designated by the Vice Provost of Student Affairs. For staff, this is the employee's supervisor in collaboration with the Department of Employee and Labor Relations. For faculty, this is the faculty member's Dean, Regional Campus President, or University Center Director.

If the Respondent contests the allegation(s), the CIE will proceed with a formal investigation. In addition to the fact gathering referenced above, the Complainant, complaining witnesses, and Respondent may provide the CIE with a witness list and any relevant information.

Complainants and Respondents will be permitted to review a summary of their individual interviews, as well as a redacted summary report containing the information collected from witnesses and other sources. Both parties will be permitted to submit a written response to the summary report and suggest revisions to their interview summary. Such submissions will be due within 10 business days.

Following this review, the CIE will complete its report of investigation, which will include its finding with respect to responsibility or non-responsibility for violations of the Hazing Policy.

d. Outcome

CIE's report of investigation will be provided to the appropriate decision-maker. For cases resulting in a finding of not-responsible, the decision-maker will provide any identified parties (Respondent and Complainants) with written notice that the investigation is complete and of the finding of "not responsible". For cases resulting in a finding of responsibility, the decision-maker will determine the appropriate sanction in accordance with the Hazing Policy. Once a sanction is determined, the decision-maker will notify the parties in writing regarding the conclusion of the investigation and associated sanctions.

e. Appeal

Where the Respondent is a Student or student organization, they may file a petition for appeal in accordance with the procedures set forth in the Student Code of Conduct for Level II appeals. Where the Respondent is a faculty or staff member, appeals may be made in accordance with the appeal procedures set forth in Section IV.B of [University Procedure CS 20](#), which is incorporated herein by reference.

If the Respondent is covered by a collective bargaining agreement, they must appeal via the grievance and arbitration procedure set forth in their collective bargaining agreement, if applicable. They may not utilize the appeal procedures set forth herein unless the grievance and arbitration procedures of their collective bargaining agreement do not apply.

B. Reporting

1. University Member Reporting Requirements

- a. Campus Security Authorities (CSAs), must follow proper procedures as outlined in University Policy and Procedure AO 07 in addition to reporting the incident in the [Pitt Concern Connection](#).
- b. University Members who are not CSAs who believe they have witnessed, experienced, or are aware of Hazing should report the incident through the [Pitt Concern Connection](#), or through another appropriate office as determined by campus location and Policy CS 32 Appendix A.

2. Transparency and External Reporting

a. Annual Security and Fire Safety Report

The Annual Security and Fire Safety Report shall be compiled, published, and distributed on an annual basis in accordance with University Policy and Procedure AO 07.

b. Campus Hazing Transparency Report

The Office of Compliance, Investigations, and Ethics will publish and maintain the Campus Hazing Transparency Report for all campuses of the University of Pittsburgh.

i. The Campus Hazing Transparency Report:

Will be published twice per year (January 1 and July 1) in compliance with state and federal regulatory requirements

- ii. contains:
 - (i) Allegations of Hazing
 - (ii) Findings of Hazing Investigations
 - (iii) Including whether the subject of the allegation was found to be in violation of University Policy
 - (iv) Including sanctions for subjects found to be in violation of University Policy
- iii. Does not contain:
 - (i) Personally Identifiable Information of any individuals
- iv. Clarifies whether a student organization as a whole or individual members were found to be in violation of University Policy
- v. Will include Pitt Concern Connection and CSA reports, investigative materials, and other sources as needed.