



# Campus Hazing Transparency Report

DECEMBER 2025

EMORY  
UNIVERSITY

# Table of Contents

<b>I. PREPARATION OF THE HAZING TRANSPARENCY REPORT</b>	<b>2</b>
<b>II. EMORY'S ANTI-HAZING POLICY 8.11</b> Defining hazing Investigating hazing and sanctions	<b>3</b>
<b>III. ANTI-HAZING PROGRAMMING</b>	<b>5</b>
<b>IV. ADJUDICATED HAZING INCIDENTS</b>	<b>6</b>
<b>V. RESOURCES</b>	<b>9</b>



# Preparation of the Hazing Transparency Report

On December 23, 2024, President Biden signed into law the *Stop Campus Hazing Act*, which added hazing as a Clery reportable crime. In addition to providing crime statistics for hazing, Emory is required to publish a biannual campus hazing transparency report. After this initial publication, the Campus Hazing Transparency Report will be published by January 15 and July 15 of each year.

This report will include specific anti-hazing programming that was offered, current campus policies regarding hazing, and a list of formal findings that will include:

- each incident for which a formal finding of guilt/responsibility/culpability is issued
- the name of the affiliated organization
- a general description of the violation that resulted in the formal finding
- the charges
- the findings of the institution
- the sanctions placed on the organization
- the dates of which the incident was alleged to have occurred
- the dates of the violation that resulted in a formal finding
- the dates the investigation was initiated
- the dates of the investigation ended with the formal finding.

Beginning 2026, hazing statistics will be included in the [Annual Security Report](#). Hazing statistics located in the Annual Security Report encompass all reported incidents of hazing. The **Campus Hazing Transparency Report** encompasses only formal disciplinary findings of hazing.

## MAX GRUVER ACT

The State of Georgia implemented the *Max Gruver Act* which requires all public and private institutions of higher education to display a list of any reported hazing incidents and their student conduct dispositions, like this published report, online. Emory is committed to providing a safe learning environment that supports the dignity of all college community members. For more information about the Max Gruver Act and an updated list of campus hazing incidents, visit our web page [here](#).

## EMORY'S COMMITMENT

Emory University is committed to providing a safe, respectful campus environment that supports the dignity of all college community members through hazing prevention and transparent communication. This commitment supports the University's core values of student well-being and ethical community conduct. Our anti-hazing initiative was developed collaboratively and reviewed by key stakeholders to ensure accuracy, clarity, and alignment with institutional priorities.



# Emory's Anti-Hazing Policy



Per [Emory's Anti-Hazing Policy \(8.11\)](#), Emory University prohibits hazing of any kind.

**Hazing** is defined as any action or situation created by an individual or group that inflicts, intends to inflict, or has the potential to inflict emotional and/or physical harm, or that may demean, degrade, disgrace, embarrass, harass, or humiliate any person regardless of location, intent, or consent of participations for the purpose of initiation into, affiliation with, admission to, holding office in, or as a condition for continued membership in a group, team, club, or other organization.

## NATIONAL AND STATE DEFINITIONS

As defined by *Georgia's Max Gruver Act, O.C.G.A. § 16-5-61(a)(1) (2024)*

"Haze" or "hazing" means to subject a student to an activity which endangers or is likely to endanger the physical health of a student or coerces the student through the use of social or physical pressure to consume any food, liquid, alcohol, drug, or other substance which subjects the student to a likely risk of vomiting, intoxication, or unconsciousness regardless of a student's willingness to participate in such activity.

As defined by the federal *Stop Campus Hazing Act (20 USC 1092(f)(6)(A)(vi) (2025))*

The term 'hazing,' for purposes of reporting statistics on hazing incidents under paragraph (1)(F)(iv), means any intentional, knowing, or reckless act committed by a person (whether individually or in concert with other persons) against another person or persons regardless of the willingness of such other person or persons to participate, that:

- (I) is committed in the course of an initiation into, an affiliation with, or the maintenance of membership in, a student organization; and
- (II) causes or creates a risk, above the reasonable risk encountered in the course of participation in the institution of higher education or the organization (such as the physical preparation necessary for participation in an athletic team), of physical or psychological injury including:
  - (aa) whipping, beating, striking, electronic shocking, placing of a harmful substance on someone's body, or similar activity;
  - (bb) causing, coercing, or otherwise inducing sleep deprivation, exposure to the elements, confinement in a small space, extreme calisthenics, or other similar activity;
  - (cc) causing, coercing, or otherwise inducing another person to consume food, liquid, alcohol, drugs, or other substances;
  - (dd) causing, coercing, or otherwise inducing another person to perform sexual acts;
  - (ee) any activity that places another person in reasonable fear of bodily harm through the use of threatening words or conduct;
  - (ff) any activity against another person that includes a criminal violation of local, State, Tribal, or Federal law; and
  - (gg) 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.



# Emory's Anti-Hazing Policy

## REPORTING HAZING

Emory University is committed to protecting the health, safety, and well-being of all members of its community. Hazing is prohibited in all forms and applies to individuals and organizations, including but not limited to student groups, athletic teams, fraternities and sororities, bands, and other affiliated organizations, regardless of whether the organization is registered or recognized by the University.

Any student or organization found responsible for hazing may be subject to disciplinary action through University processes, up to and including suspension or expulsion, and may also face criminal charges under applicable state or federal law.

Reports of suspected hazing may be submitted through the University's [reporting system](#). Reports may be made anonymously; however, providing contact information and detailed information significantly enhances the University's ability to review, investigate, and respond appropriately.

Individuals who believe they have experienced hazing are encouraged to seek support. The University offers resources including confidential counseling, medical care, and academic support, regardless of whether a formal report is filed.

In the event of an emergency or immediate danger, contact the Emory Police Department at 404-727-6111 or your local law enforcement agency immediately.

## INVESTIGATING HAZING

Using the standard of preponderance of the evidence, *undergraduate students* enrolled in Emory College of Arts and Sciences, Nell Hodgson Woodruff School of Nursing, and Goizueta Business School agree to be governed by the Undergraduate Code of Conduct (Policy 8.1) as well as other applicable University policies.

*Graduate and professional* school students must adhere to the [policies](#) and procedures enforced by their respective school or program as well as other applicable University policies.

*Employees* will be referred through the disciplinary process outlined in Policy 4.62.

All *student groups* at and/or connected to Emory University, including those groups which include graduate and/or professional students within their membership may be held collectively and/or individually responsible for university expectations of behavior. Student Group behavior(s) may be addressed by the Office of Community Standards and Education (OCSE) utilizing Emory University's Student Group Accountability Framework.

## SANCTIONS

If a student is found responsible through the disciplinary process, sanctions imposed include, but are not limited to expulsion, suspension, disciplinary probation, formal warning, loss of privileges, housing restriction/relocation, no contact directive, restitution, mandated community service, mandated meetings, educational projects, or other sanctions as deemed appropriate.

If a student group is found responsible through the disciplinary process, sanctions imposed include, but are not limited to dissolution, suspension, probation, formal warning, loss of privileges, housing restriction/relocation, no contact directive, restitution, mandated community service, mandated meetings, educational projects, or other sanctions as deemed appropriate.

### EMORY POLICIES

- [Anti-Hazing Policy \(8.11\)](#)
- [Undergraduate Code of Conduct \(8.1\)](#)
- [Employee Standards of Conduct \(4.62\)](#)
- [Graduate / Professional Schools conduct codes](#)

All university policies may be found at [policies.emory.edu](#).

### SUPPORT RESOURCES

- [Hazing Prevention website](#)
- [Community Standards and Education website](#)



# Anti-hazing Programming

Emory's comprehensive, campus-wide anti-hazing program is open to students and staff. The programs are research-based and implemented in partnership with campus stakeholders. Topics include bystander intervention, ethical leadership, building group cohesion, institutional policies surrounding hazing, reporting mechanisms for hazing, and the process used to investigate hazing.

The table below provides a list of ongoing prevention and awareness campaigns for students and employees throughout the Atlanta and Oxford campuses. These programs are sustained overtime and focus on increasing understanding of topics relevant to and skills for addressing hazing and bystander intervention.

## ANTI-HAZING PROGRAMMING | JAN-DEC 2025

EVENT	LOCATION	DATES	DESCRIPTION	FREQUENCY
Bystander Intervention Workshop	in-person	New Student Orientation (fall, spring, summer)	Teaching students to recognize potentially harmful situations and strategies of how to be an active bystander.	Semesterly
Student Hazing Prevention Training	online	ongoing	Anti-hazing training is provided to new sorority & fraternity life members and student organization leaders. <i>(Starting in Fall 2025, the course moved from Vector Solutions to Canvas.)</i>	Semesterly
Oxford Campus Student Leader Training ("Behind Closed Doors")	in-person Oxford campus	Jan 7 Oct 20	Campus student leader training that covers substance abuse, consent, bystander intervention, and reporting mechanisms.	as requested
Navigating Substance Use in College	in-person Atlanta campus	Aug 21-22	Presentation for residence hall student staff focused on understanding harm reduction, sharing relevant college data on substance use, and how to help during emergencies and non-emergencies.	start of each academic year
National Hazing Prevention Week	in-person Atlanta campus	Sept 24	Tabling at Wonderful Wednesday; educational program focused on bringing awareness to hazing behaviors and consequences by talking through scenarios, facts, and myths around hazing.	N/A
Healthy Group Dynamics & Hazing Prevention Workshop	in-person Atlanta campus	Oct 23	Workshop focused on healthy and unhealthy group dynamics, identifying hazing behaviors, sharing reporting mechanisms and support resources.	N/A



# Adjudicated Hazing Incidents

The most recent violations are published online [here](#).

<b>KAPPA SIGMA (ALPHA CHAPTER)</b> <b>INCIDENT DATE:</b> Spring 2025 <b>INVESTIGATION PERIOD:</b> April 4-30, 2025 <b>DECISION DATE:</b> May 6, 2025	
<b>INCIDENT DESCRIPTION</b>	During the Spring 2025 semester, Kappa Sigma violated university policies through activities associated with its new member education process. The investigation confirmed that, following official on-campus meetings, members organized unapproved off-campus gatherings involving underage drinking, coercive alcohol consumption, physically demanding tasks, and verbally degrading behavior. These events were not part of the chapter's approved New Member Education Plan and were facilitated by multiple active members.
<b>VIOLATIONS</b>	1. University Anti-Hazing Policy (8.11) 2. University Alcohol and Drug Abuse Policy (8.8) 3. Office of Sorority and Fraternity Life Social Event Policy
<b>SANCTIONS</b>	1. Three-year deferred suspension (through May 1, 2028) 2. Exception for Spring 2025 New Member Initiation to be approved upon request by OSC and OSFL; must be requested and if approved, conducted by Kappa Sigma national office staff. 3. Three-part hazing education series on anti-hazing policy, power dynamics and coercion, and strategies for rebuilding chapter culture (complete by Feb 28, 2026) 4. Executive board leadership training (complete by Feb 28, 2026) 5. Revised new member education plan (submit by March 1, 2026) 6. Social event risk mitigation plan (submit by March 15, 2026) 7. Monthly accountability check-in meetings 8. Reintegration meeting prior to reinstatement. The chapter must coordinate this meeting during the Spring 2028 semester and the meeting must take place by May 1, 2028.



# Adjudicated Hazing Incidents

<b>KAPPA ALPHA ORDER (EPSILON CHAPTER)</b>		<b>INCIDENT DATE:</b> February 11, 2025 <b>INVESTIGATION PERIOD:</b> Feb 28 - April 15, 2025 <b>DECISION DATE:</b> April 23, 2025
<b>INCIDENT DESCRIPTION</b>	<p>On February 11, 2025, Kappa Alpha Order engaged in an unapproved new member activity in the chapter house basement. New members were directed to line up for a sustained period while active members, including chapter leaders, oversaw the event. The activity lacked legitimate educational purpose and involved practices reasonably defined as “hazing” under Emory policy, fostering stress, humiliation, and coercion. The chapter’s leadership failed to prevent the activity and later disclosed the investigation to new members despite a no-contact directive, reflecting disregard for university directives.</p>	
<b>VIOLATIONS</b>	<ol style="list-style-type: none"> <li>1. University Anti-Hazing Policy (8.11)</li> <li>2. Undergraduate Code of Conduct (8.1.1.I.C) / Failure to comply with directives of university officials</li> </ol>	
<b>SANCTIONS</b>	<ol style="list-style-type: none"> <li>1. Organization probation (through October 31, 2025)</li> <li>2. Mandatory anti-hazing and risk management session for all members (complete by Sept 1, 2025)</li> <li>3. Revised new member education plan with nation office review and OSFL approval (complete by Sept 12, 2025)</li> <li>4. Monthly accountability check-in meetings with OSC and OSFL through December 2025</li> </ol>	

<b>DELTA SIGMA THETA SORORITY, INC. (OMICRON XI CHAPTER)</b>		<b>INCIDENT DATE:</b> November 18, 2023 <b>INVESTIGATION PERIOD:</b> Feb 19 - March 5, 2024 <b>DECISION DATE:</b> September 4, 2024
<b>INCIDENT DESCRIPTION</b>	<p>On or about October 25, 2023, through November 18, 2023, members and/or appropriate leaders of the Omicron Xi chapter for Delta Sigma Theta engaged in misconduct when chapter member(s), advisor(s), and/or alumnae, engaged in hazing activities (e.g., activities that involved physical exertion as a condition of membership, punitive measures for failing tasks, and/or emotional/psychological harm during the intake process) directed at the chapter’s Fall 2023 members and/or membership intake candidate(s).</p>	
<b>VIOLATIONS</b>	<ol style="list-style-type: none"> <li>1. University Anti-Hazing Policy (8.11)</li> <li>2. Undergraduate Code of Conduct (8.1) - Using or being in/on University premises without express permission from a University official</li> <li>3. Failure to comply</li> </ol>	
<b>SANCTIONS</b>	<ol style="list-style-type: none"> <li>1. Organizational probation (until December 2025)</li> <li>2. Follow-up meeting with Campus Life to discuss action plan and path forward (complete by September 25, 2024)</li> <li>3. Organizational improvement plan including hazing education training for all chapter members (complete by October 18, 2024)</li> <li>4. Host campus-wide hazing prevention and education session/event (complete by February 21, 2025)</li> </ol>	

OSC: formerly the Office of Student Conduct, now Office of Community Standards and Education (Aug 2025)

OSFL: Office of Sorority and Fraternity Life





# Adjudicated Hazing Incidents

<b>BETA THETA PI FRATERNITY (GAMMA UPSILON CHAPTER)</b>		<b>INCIDENT DATE:</b> March 28, 2021 <b>INVESTIGATION PERIOD:</b> April 2 - June 28, 2021 <b>DECISION DATE:</b> July 23, 2021
<b>INCIDENT DESCRIPTION</b>	On or about March 28, 2021, members of Beta Theta Pi broke into the chapter facility, and held an unapproved, in-person event in which nearly all active members were present. This is in direct violation of OSFL protocols for Spring 2021. During this incident, university policies regarding COVID-19 were not followed.	
<b>VIOLATIONS</b>	<ol style="list-style-type: none"> <li>1. University Anti-Hazing Policy (8.11)</li> <li>2. Undergraduate Code of Conduct (8.1) - Using or being in/on University premises without express permission from a University official</li> <li>3. Failure to comply</li> </ol>	
<b>SANCTIONS</b>	<ol style="list-style-type: none"> <li>1. Organizational probation (until November 2022)</li> <li>2. Housing Agreement termination for 2021-22 academic year</li> <li>3. Loss of social event privileges (through December 31, 2021)</li> <li>4. University-wide anti-hazing seminar (complete by February 1, 2022)</li> <li>5. Please note there are other educational and organizational improvement sanctions that the student organization will need to complete, but the above sanctions reflect the outcomes either directly related to the hazing violation or demonstrates a change in status for the fraternity.</li> </ol>	



# Campus Resources

Hazing can have real, lasting emotional and physical impacts. If you have experienced hazing—or are supporting someone who has—you don't have to navigate it alone. Emory has resources to help you heal, stay safe, and get connected to support.



**If you are in a situation where a person may pose an immediate risk of harm to self or others, please call Emory Police at 404-727-6111 or 9-1-1.**

	ATLANTA CAMPUS	OXFORD CAMPUS
<b>MENTAL HEALTH</b> <b>Counseling and Psychological Services (CAPS)</b> or <b>Center for Counseling and Wellbeing (CCW)</b> is staffed by licensed counselors who can help students identify their needs, get support, and help develop a plan for next steps.	<b>CAPS</b> <ul style="list-style-type: none"> <li>• Call 404-727-7450 anytime</li> <li>• Drop-in appointments available Mon-Fri, 8:30 a.m. to 5 p.m.</li> <li>• <a href="#">Website</a></li> </ul>	<b>CCW</b> <ul style="list-style-type: none"> <li>• Mon-Fri 8:30 a.m.-12 p.m. Mon-Fri 1-5 p.m.</li> <li>• Drop-in appointments available Mon-Fri, 1-4 p.m.</li> <li>• After 5 p.m., call 770-784-8377</li> <li>• <a href="#">Website</a></li> </ul>
<b>INTERPERSONAL HARM</b> The <b>Office of Respect</b> provides support for students impacted by interpersonal violence and relationship-based harm. Confidential advocates are available 24/7.	<ul style="list-style-type: none"> <li>• Call 404-727-1514 (press 1) anytime</li> <li>• Drop-in AMUC 110 Mon-Fri, 9 a.m.-5 p.m.</li> <li>• <a href="#">Website</a></li> </ul>	<ul style="list-style-type: none"> <li>• Call 770-784-8387</li> <li>• For 24/7 response, call 404-727-6111</li> <li>• <a href="#">Website</a></li> </ul>
<b>CRITICAL NEEDS RESPONSE</b> <b>Student Case Management and Intervention Services (SCMIS)</b> helps students navigate personal and academic challenges they may face while at Emory through case management and resource connection.	<ul style="list-style-type: none"> <li>• If you or someone you know needs support, please submit a <a href="#">Student of Concern form</a>.</li> </ul>	<ul style="list-style-type: none"> <li>• If you or someone you know needs support, please submit a <a href="#">Student of Concern form</a>.</li> </ul>
<b>WELL-BEING</b> <b>Student Health Services (SHS)</b> offers a wide variety of outpatient clinical services. Please note, a disclosure may be made to healthcare providers in their caregiving roles.  The Office of <b>Spiritual and Religious Life</b> is staffed by chaplains and clergy members who provide pastoral counseling.  The <b>Center for Student Wellbeing</b> is a hub for holistic health promotion, prevention, and peer engagement.	<ul style="list-style-type: none"> <li>• Call 404-727-7551</li> <li>• <a href="#">Make an appointment</a></li> <li>• <a href="#">After hours care information</a></li> <li>• Call 404-727-6226</li> <li>• <a href="#">Website</a></li> <li>• Call 404-727-1000</li> </ul>	<ul style="list-style-type: none"> <li>• Call 770-784-8376</li> <li>• <a href="#">Make an appointment</a></li> <li>• <a href="#">Website</a></li> <li>• Call 770-784-8392</li> <li>• <a href="#">Website</a></li> </ul>
<b>ADDITIONAL WELL-BEING RESOURCES</b> The <b>Ombuds</b> office is an independent, confidential and neutral resource for conflict resolution and problem-solving resource for faculty, staff, and students.	<ul style="list-style-type: none"> <li>• Call 404-727-1531</li> <li>• <a href="#">Website</a></li> </ul>	<ul style="list-style-type: none"> <li>• Call 404-727-1531</li> <li>• <a href="#">Website</a></li> </ul>



# Campus Resources



If you are in a situation where a person may pose an immediate risk of harm to self or others, please call Emory Police at 404-727-6111 or 9-1-1.

	ATLANTA CAMPUS	OXFORD CAMPUS
<b>REPORTING</b>  <p>Members of the Emory University community including faculty, staff or students, can <b>file a formal complaint of hazing</b> online.</p> <p>Members of the Emory University community including faculty, staff or students, can file a formal complaint of discrimination or harassment online to the <b>Department of Equity and Civil Rights Compliance (DECRC)</b> within the Office of Institutional Equity and Compliance (OIEC).</p> <p>The <b>Threat Assessment Team (TAT)</b> uses a multi-disciplinary, collaborative, objective and evidence-based approach to identify behaviors that may be indicative of a threat to the safety and well-being of members of the Emory enterprise. Once behaviors of concern have been identified, the team develops intervention strategies and management plans to mitigate risk and enhance safety within the Emory community.</p> <p>The <b>Department of Title IX</b> responds to reports of sexual misconduct offering supportive measures, informal resolutions, and formal investigations. It is a neutral resource for students and does not provide advocacy support.</p>	<ul style="list-style-type: none"> <li>• <a href="#">Report an incident of hazing</a></li> <li>• <a href="#">Report an incident to DECRC</a></li> <li>• In case of emergency, call 911 or Emory Police at 404-727-6111</li> <li>• Non-emergency reports: Call 833-442-2369 or email <a href="mailto:threatassessment@emory.edu">threatassessment@emory.edu</a></li> <li>• <a href="#">File a Title IX Report</a></li> <li>• Call 404-727-0541 or email <a href="mailto:titleix@emory.edu">titleix@emory.edu</a> to request a consultation</li> <li>• <a href="#">Website</a></li> </ul>	<ul style="list-style-type: none"> <li>• <a href="#">Report an incident of hazing</a></li> <li>• <a href="#">Report an incident to DECRC</a></li> <li>• In case of emergency, call 911 or Emory Police at 404-727-6111</li> <li>• Non-emergency reports: Call 833-442-2369 or email <a href="mailto:threatassessment@emory.edu">threatassessment@emory.edu</a></li> <li>• <a href="#">File a Title IX Report</a></li> <li>• Call 404-727-0541 or email <a href="mailto:titleix@emory.edu">titleix@emory.edu</a> to request a consultation</li> <li>• <a href="#">Website</a></li> </ul>
<b>FOR FACULTY + STAFF ONLY</b>  <p>The <b>Faculty Staff Assistance Program (FSAP)</b> functions as a resource for faculty, staff, physicians, leaders, and their benefits-eligible family members. Please note, a disclosure may be made to a licensed mental health professional within FSAP.</p>	<ul style="list-style-type: none"> <li>• Call 404-727-9355 Monday-Friday, 8 a.m. - 5 p.m.</li> <li>• <a href="#">Website</a></li> </ul>	<ul style="list-style-type: none"> <li>• Call 404-727-9355 Monday-Friday, 8 a.m. - 5 p.m.</li> <li>• <a href="#">Website</a></li> </ul>
<b>FOR UNIVERSITY HEALTHCARE STAFF ONLY</b>  <p>Emory Healthcare's Employee Assistance Program (EAP), <b>BHS</b>, provides you and your household members with confidential, in-the-moment support to help with personal or professional problems that may interfere with work or family responsibilities.</p>	<ul style="list-style-type: none"> <li>• Call or text 1-800-327-2251 anytime</li> <li>• <a href="#">Log on to the MyBHS portal</a></li> </ul>	

Additional campus support resources and links may be accessed [here](#).