

The California State University:
Chancellor's Office
Bakersfield
Channel Islands
Chico
Dominguez Hills
East Bay
Fresno
Fullerton
Humboldt
Long Beach
Los Angeles
Maritime Academy
Monterey Bay
Northridge
Pomona
Sacramento
San Bernardino
San Diego
San Francisco
San José
San Luis Obispo
San Marcos
Sonoma
Stanislaus

Pi Kappa Phi Fraternity

Case Creation Date:

- August 22, 2025

Incident Summary:

- Numerous reports of incidents that involved hazing, alcohol and substance usage.

Student Organization Code of Conduct Violations:

- (1) Aiding and Abetting
 - (B) A student organization aiding and abetting another person or group in violation of a University policy or procedure or local, state, or federal law,
 - (C) Encouraging, permitting, or assisting another to do any act that could subject him or her to discipline.
- (2) Alcohol
 - A copy of the University's Alcohol Policy shall be provided to each student organization president and must be followed. The University's Alcohol Policy is in compliance with California Law, which prohibits the sale or giving of any alcoholic beverage to any person under the age of 21. Student organizations are in violation of University policy if any individuals under the age of 21 are in possession of alcoholic beverages at an activity sponsored/hosted by the student organization and/or if intoxicated individuals consume alcohol. All student organization presidents must sign an agreement to abide by and uphold the University's Alcohol Policy as well as present an alcohol awareness program to their organizations (should be pre-approved by the Prevention Education Program Center) or arrange for an alcohol awareness program approved by the Prevention Education Program Center. sjsu.edu/communications Student organizations sponsoring events are responsible for following the appropriate procedures to prevent underage drinking, including providing alternatives to alcohol.
- (8) Failure to Comply
 - (C) Failure to follow all policies and procedures established by the University pertaining to student organizations, including fraternities and

sororities, as outlined in the Student Organizations Handbook,

- (12) Guests
 - Student organizations are responsible for informing their guest(s) of University policies and procedures and will be held accountable for the behavior of their guest(s).
- (14) Hazing
 - Hazing in every form, or conspiracy to haze is prohibited. San José State University takes a zero tolerance approach to hazing. Commission of hazing can be considered either a misdemeanor or a felony, punishable by up to one year in jail and up to a \$5000 fine. Participation in a hazing practice may result in both individual and organizational disciplinary action. Hazing is defined in Section 41301 of Title 5 of the California Code of Regulations as “any method of initiation or pre-initiation into a student organization or student body, whether or not the organization or body is officially recognized by an educational institution, which is likely to cause serious bodily danger to any former, current, or prospective student of any school, community college, college, university or other educational institution in this state (Penal Code 245.6) and in addition, any act likely to cause physical or mental harm to any former, current, or prospective student of any school, community college, college, university, or other educational institution; the term ‘hazing’ does not include customary athletic events or school sanction events. Neither the express or complied consent of a victim of hazing, nor the lack of active participation in a particular hazing incident is a defense. Apathy or acquiescence in the presence of hazing is not a neutral act, and is also a violation of this section.” The following non-exhaustive list of activities meets this criterion; accordingly, they are considered forms of hazing:
 - (G) Exposing individuals to extremely uncomfortable or dangerous environments (e.g., too loud, dark, small, hot, or cold); blindfolding where there is a potential for danger,
 - (H) Intense interrogation of pledges; name calling or screaming at individuals and/or prolonged periods of enforced silence or use of gags,
 - (I) Requiring individuals to perform any act(s) which are construed to be humiliating or degrading in nature,
 - (K) Peer pressure to engage in activities against the individual’s will,
 - (M) Forced servitude such as shining shoes or boots; cleaning rooms, apartments, houses, cars, etc.; washing clothes or dishes; running personal errands; or other services or duties not normally shared by initiated members; requiring individuals to purchase items or services for other members,
- (17) Pledging and New Member Intake
 - Student organizations that are not in compliance with pledging/new-member

education requirements as outlined in their local and national constitutions and/or by-laws.

Sanctions:

- **Continuation of the Cease and Desist Order until the end of the Student Conduct appeal process or until acceptance of the proposed sanctions.** A Cease and Desist Order stipulates that the organization is restricted from conducting and/or participating in organized or community activities. This includes, but is not limited to, participating in or hosting social events, philanthropy, fundraisers, service activities, and/or meetings of any kind. While active, a Cease and Desist Order requires that any organization-related communication involving active members and pledges/new members must be limited to the distribution and clarification of conduct-related sanctions. Communication includes, but is not limited to, in-person meetings, email, SMS messages, and social media. A violation of a cease and desist directive may lead to more severe university sanctions that could, among other sanctions, include the organization's permanent withdrawal of recognition from the institution.
- **Organization Disciplinary Probation Extended through May 31, 2027.** Disciplinary probation is a period of time in which the privileges of continuing as an RSO are conditioned upon future behavior. Possible consequences for violating university expectations while on Organization Disciplinary Probation may include, but be limited to, the loss of specified privileges to which a RSO would otherwise be afforded, and/or the probability of more severe disciplinary sanctions if the organization is found to have violated the Student Organization Code of Conduct or any University policy during the probationary period. Any Conduct-related sanctions related to a violation of the Organization's Disciplinary Probation shall be determined by the Director of Student Conduct and Ethical Development, or the person's designee, in accordance with University policy governing the student organization Conduct process. Probation is entered on the Student Involvement website (i.e., "Recognized Student Organization (RSO) Conduct"), with beginning and end dates.
- **Regular meeting with the Director of Student Involvement, or the person's designee, throughout the Fall and Spring academic terms until the end of probation.** The president of the organization is required to attend check-in meetings with the Director of Student Involvement, or the person's designee, to discuss ongoing operations within the chapter in addition to the new member process. Regular meetings are defined as once every other week, during the fall and spring academic terms. The president of the organization is responsible for scheduling those meetings. Other members of the organization may be invited to attend at the request of student involvement.
- **Regular Conduct History Review Meetings for New Officers until the end of probation.** Within 30 days of each election, all new officers must attend a Conduct History Review meeting with Student Conduct and Ethical Development or their designees. This meeting will provide an overview of the organization's conduct history to ensure that new leadership is informed about past concerns and expectations

to maintain the organization's good standing with the university. The term "New Officers" is defined as those entering a new position. This does not include individuals continuing in the same position in consecutive semesters, but it does include any officers transitioning to a different role as well as any officers returning to a position in non-consecutive semesters. Following the meeting, those in attendance are expected to share the information learned at the next regularly scheduled chapter meeting. The president is responsible for scheduling the Conduct History Review Meeting with Student Conduct and for ensuring that all new officers attend.

- **Comply with Sanctions from your National Headquarters.** Complete the sanctions from your national headquarters by the date listed. The president is responsible for ensuring that Student Involvement and Student Conduct and Ethical Development are updated on your progress.
- **Before New Member Education Can Resume, you Must do the following two sanctions**
 - Anti-Hazing Presentation by Nov 30, 2025 Attendance of at least 90% of your membership, including new members, is required. The roster on file with Student Involvement will be used to determine if the attendance requirement was met This presentation will be led by Student Involvement. The president is responsible for that a sign-in roster is taken to ensure attendance and for providing that roster to the presenter.
 - Develop a Calendar of Activities each semester until the end of probation You must develop a calendar of all activities that will take place this semester and have that calendar approved by both your national headquarters and by Student Involvement. This calendar must be developed before the current new member education can resume. It must also be submitted each semester until the end of probation, but will not impact member education in subsequent semesters. Any changes to the calendar must be submitted for approval at least 7 days in advance. Any changes requested less than 7 days in advance will be automatically rejected. Any activities found to have occurred outside of what is on the calendar will cause the new member education program to pause while the alleged activities are investigated. Once completed, you need to provide Student Conduct and Ethical Development with a copy of the approved calendar and a copy of the emails from both your national headquarters and student involvement approving the plan.
- **Related to Social Events, you must follow the 3-stage Social Event Success Plan described below.**
 - This plan is intended to allow the Chapter the time to complete education, build skills, and demonstrate the ability to host events with alcohol within university policy. Complete each step of the Social Event Success Plan as detailed below, ensuring that you complete each phase before moving to the next phase.
 - Social Event Success Plan Stage One:

- This phase will last until the end of Fall 2025 or until the following activities are completed, whichever is later. While in this phase, The Chapter is limited to substance-free brotherhood events only. Substance-free is defined as events where no alcohol or drugs are provided or consumed or brought to the event and no alcohol or drugs are consumed prior to attending the event. Brotherhood is defined as events limited to only members of the organization, including active members and new members. It does not include events with any guests, including girlfriends, sweethearts, alumni, etc. Unofficially recognized gatherings of individuals may also be considered organizational events according to the reasonable person standard.
- Stage One Activity 1: Outcome Letter Plan Presentation to Chapter by Executive Council due by October 30, 2025
Your organization's executive council must present and explain this outcome letter to all members, including new members. The purpose of this presentation is to ensure the entire organization is aware of the outcome of the conduct case and the requirements moving forward. Attendance of at least 80% of your membership, including new members, is required. The roster on file with Student Involvement will be used to determine if the attendance requirement was met. If you need support in explaining the outcome, you work with Student Conduct and Ethical Development. Once complete, you need to provide Student Conduct and Ethical Development with the date and time of the presentation, a signed attendance roster, and a group photo from the presentation.
- Stage One Activity 2: Social Event and Member Expectation Dialogue
The chapter will attend a facilitated dialogue on the following topics: University event policy, What constitutes an event, Culture of alcohol within the Chapter, Expectations related to alcohol for members at events, How members' behavior reflects on the Chapter. Dialogue will be hosted by Jason Navarro in Student Involvement. Attendance of at least 80% of your membership, including new members, is required. The roster on file with Student Involvement will be used to determine if the attendance requirement was met. Once complete, you need to provide Student Conduct and Ethical Development with the date and time of the presentation, a signed attendance roster, and a group photo from the presentation. If a presentation is used, please include a copy as well.
- Stage One Activity 3: Alcohol Education Program The

chapter will complete the Alcohol Education Program Completion of at least 90% of your membership, including new members, is required. The roster on file with Student Involvement will be used to determine if the attendance requirement was met. Once complete, you need to provide Student Conduct and Ethical Development with the date and time of the presentation, a signed attendance roster, and a group photo from the presentation. If a presentation is used, please include a copy as well.

- Stage One Activity 4: Comprehensive Risk Management Plan Your organization will work with student involvement and your national headquarters to create a comprehensive risk management plan. This plan should identify potential risks, outline mitigation strategies, and ensure compliance with university and national policies. Once completed, this plan will need to be approved by Student Involvement, Student Conduct and Ethical Development, and your National Headquarters. Once completed, you need to provide Student Conduct and Ethical Development with a copy of the approved plan and a copy of the emails from both your national headquarters and student involvement approving the plan.
- Stage One Activity 5: Brotherhood Development The chapter will complete three brotherhood activities. Brotherhood is defined as events limited to only members of the organization, including active members and new members. It does not include events with any guests, including girlfriends, sweethearts, alumni, etc. These brotherhood activities must be developed as part of the “calendar of all activities” sanction listed above, meaning that they must be approved by both your national headquarters and by Student Involvement. Once completed, you need to provide Student Conduct and Ethical Development with the following info: name of the event, number of individuals who attended, proof that the event happened (Such as a photo, flyer, social media post, etc.)
- Phase Two– Limited Introduction
 - This phase will last until the end of Spring 2026 or until the following activities are completed, whichever is later.
 - The Chapter will primarily hold substance-free events, with only one event with alcohol allowed. Substance-free Events is defined as events where no alcohol or drugs are provided or consumed or brought to the event, and no alcohol or drugs are consumed prior to attending the event. Events with Alcohol is defined as events where alcohol is provided or consumed at the event and/or consumed prior to attending the event. It must be formally registered with

the university. Brotherhood is defined as events limited to only members of the organization, including active members and new members. It does not include events with any guests, including girlfriends, sweethearts, alumni, etc. Social Events are defined as events that are hosted or co-hosted by the organization and which include individuals who are not members of the organization. Philanthropies are a type of social event. Unofficially recognized gatherings of individuals may also be considered organizational events according to the reasonable person standard. Events with alcohol: During this phase, the chapter may host one (1) registered event per semester with alcohol: This event is limited to 2-guest per brother, and a specific guest list must be supplied to student involvement prior to the event. This event must be registered at least two weeks before the proposed event date. At least one week before the event, the chapter must hold a risk management meeting with student involvement. This meeting will be attended by the president, and anyone else identified as being in a key leadership role (potential invites could include the social chair, the risk manager, the sober monitors, etc) At least one week after the event, the chapter must hold a debrief meeting with student involvement. This meeting will be attended by the president, and anyone else identified as being in a key role. Student Involvement will inform Student Conduct that the sanction has been met. Note: If this event is found to have exceeded the guest list and/or any university policies are found to have been violated, and/or the steps above are not followed, then the organization will remain in Phase two for another semester Substance-Free Events: During this phase, the chapter is allowed to host registered events without alcohol; They must maintain a ratio of one brotherhood event to every one hosted or co-hosted substance-free social event. Example: in order to host three co-hosted events in a semester, they must also hold three brotherhoods. These activities must be developed as part of the “calendar of all activities” sanction listed above, meaning that they must be approved by both your national headquarters and by Student Involvement. If the ratio is not met or it is determined that the event in question is not substance free using the definition above, then the organization will remain in Phase two for another semester

■ Phase Three– Allowed with restrictions

- This phase will last until the end of Fall 2026 or until the following activities are completed, whichever is later.
- While in this phase, The Chapter will hold a mix of

substance-free events and events with alcohol allowed. Substance-free is defined as events where no alcohol or drugs are provided or consumed or brought to the event and no alcohol or drugs are consumed prior to attending the event. Events with Alcohol is defined as events where alcohol is provided or consumed at the event and/or consumed prior to attending the event. It must be formally registered with the university. Brotherhood is defined as events limited to only members of the organization, including active members and new members. It does not include events with any guests, including girlfriends, sweethearts, alumni, etc. Social Events are defined as events that are hosted or co-hosted by the organization and which include individuals who are not members of the organization. Philanthropies are a type of social event. Unofficially recognized gatherings of individuals may also be considered organizational events according to the reasonable person standard. Events with alcohol: During this phase, the chapter may host three (3) registered event per semester with alcohol: This event is limited to 3-guest per brother, and a specific guest list must be supplied. This event must be registered at least two weeks before the proposed event date. At least one week before the event, the chapter must hold a risk management meeting with student involvement. This meeting will be attended by the president, and anyone else identified as being in a key leadership role (potential invites could include the social chair, the risk manager, the sober monitors, etc) At least one week after the event, the chapter must hold a debrief meeting with student involvement. This meeting will be attended by the president, and anyone else identified as being in a key role. Student Involvement will inform Student Conduct that the sanction has been met. Note: If this event is found to have exceeded the guest list and/or any university policies are found to have been violated, and/or the steps above are not followed, then the organization will remain in Phase two for another semester. Substance-Free Events: During this phase, the chapter is allowed to host registered events without alcohol. They must maintain a ratio of one brotherhood event to every one hosted or co-hosted event. Example: In order to host three co-hosted events in a semester, they must also hold three brotherhoods. These activities must be developed as part of the "calendar of all activities" sanction listed above, meaning that they must be approved by both your national headquarters and by Student Involvement. If the ratio is not met or it is determined that the event in

question is not substance free using the definition above, then the organization will remain in Phase two for another semester.