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Alpha Kappa Psi Business Fraternity

Case Creation Date:

- September 8, 2025

Incident Summary:

- *It was reported that Alpha Kappa Psi Business Fraternity has been hazing, including but not limited to alcohol and evaluations.*

Student Organization Code of Conduct Violations:

- (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 sjsu.edu/communications pre-approved by the Prevention Education Program Center) or arrange for an alcohol awareness program approved by the Prevention Education Program Center. 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,
- (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:

- (A) Physical activities such as calisthenics, jogging, sit-ups, pushups, or carrying of objects such as bricks, stones, blocks, or any other item(s) which serve to create physical hardships, discomfort, and/or distress,
 - (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,
 - (O) Requiring activities that interfere with academic studies, assignments, or classes such as awakening individuals in the night for organizational activities, interfering with normal sleep or study schedules, food or sleep deprivation; requiring “take home” assignments that interfere with academic work; serenading or addressing houses/apartments. At no time may a group violate the City noise ordinance.
- (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.
 - (18) Risk Management of Events
 - (23) Violation of Conduct Student Organization Procedures Sanctions including:
 - (G) Failure to comply with the sanction(s) imposed under a student organization discipline proceeding which may result in further disciplinary action and/or additional sanction(s).

Sanctions:

- **Organization Disciplinary Probation through December 31, 2026.** The organization shall be placed on Organization Disciplinary Probation for one (1) year. Organization Disciplinary Probation is a period of time in which the privileges of continuing as a RSO are conditioned upon behavioral action. Conditions of Organization Disciplinary Probation may include the potential restriction or loss of specified privileges to which a RSO would otherwise be entitled, and/or the probability of more severe disciplinary sanctions should the organization be found to have violated the Student Organization Code of Conduct or any University policy during the probationary period. Any Conduct-related sanction related to a violation of Organization 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.
- **Development and review of an organizational New Member Plan** - prior to beginning recruitment activities. Members of the organization must meet with the Director of Student Involvement and Alpha Kappa Psi Headquarters to develop a dually-approved new member plan prior to beginning any new member recruitment processes. Additionally, the governing leadership of the organization (e.g., national or regional executive board) must be informed and approve of the new member plan prior to its enactment. The organization shall not be permitted to conduct new member recruitment activities (e.g., canvassing, tabling, hosting or participating in recruitment events, etc.) until receiving written permission from the Director of Student Involvement and Alpha Kappa Psi Headquarters
- **Complete any additional sanctions instituted by Alpha Kappa Psi Headquarters.** The organization president is responsible for providing Student Conduct and Ethical Development with the sanctions from headquarters as well as the completion of the Programmatic Changes and Educational Requirements.
- **Removal of the fundraising component from the New Member Plan.**
- **Restriction of New Member Recruitment for Fall 2025.** The ability to onboard new members for the Fall 2025 semester. New Member is defined as anyone who has received a bid but is not yet initiated into the organization.
- **Anti-Hazing Workshop for Organization Members.** Prior to the start of any new member recruitment processes, all registered organization members must meet with the Director of Student Involvement, or the person's designee, to complete an educational anti-hazing workshop that details: (a) the SJSU definition of hazing; (b) the organization's alleged Conduct-related violations of university hazing policy; (c) University expectations concerning anti-hazing behaviors; (d) discussion of the organization's university-approved new member recruitment process; (e) the possible methods for reporting an alleged violation of the University hazing policy; and (f) the possible consequences of violation of the University hazing policy. Anti-Hazing Workshop for individuals receiving a new member bid from the organization. Within

two weeks of bid acceptance, anyone accepting an offer from the organization must meet with the Director of Student Involvement, or the person's designee, to complete an educational anti-hazing workshop that details: (a) the SJSU definition of hazing; (b) the organization's alleged Conduct-related violations of university hazing policy; (c) University expectations concerning anti-hazing behaviors; (d) discussion of the organization's university-approved new member recruitment process; and (e) the possible methods for reporting an alleged violation of the University hazing policy.

- **Risk Management of Events.** 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.
- **Monthly Meetings with the Director of Student Involvement, throughout the Fall and Spring academic terms while the organization is on Organization Disciplinary Probation.** The president of the organization is required to attend 30 minute check-in meetings every other week with the Director of Student Involvement, or the person's designee, to discuss organization activities.