



October 30, 2025

Alpha Tau Omega Fraternity

[REDACTED]

Sent electronically to KansasATOPres@gmail.com

Dear [REDACTED] and members of Alpha Tau Omega Fraternity,

This letter serves to notify the chapter of the resolution of our investigation and conduct case regarding the allegations of hazing within the Gamma Mu chapter of Alpha Tau Omega in the Fall 2024 semester. On October 16, 2025, a Findings Informational Meeting was held. During that meeting, we discussed the preliminary report from the KU investigation, and the chapter was notified of the next steps for resolving the case. I reiterated that the potential policy violations were the Hazing, Harm to Persons, and Registered Organization policies. On October 21, 2025 I received an email from the chapter stating they would like to accept the findings and the responsibility of those findings and move into the mutual sanctioning agreement process. As a reminder, the investigation concluded that it was more likely than not that the following behaviors occurred:

On September 15, 2024, the Gamma Mu chapter received a report regarding alleged hazing occurring on September 14, 2024. The following information was provided to the Gamma Mu Vice President:

- [REDACTED]  
[REDACTED]  
[REDACTED]  
during this incident.
- [REDACTED] indicated the [REDACTED] impacted [REDACTED] by this incident.
- [REDACTED] stated the [REDACTED] intervened in this incident to put an end to what was happening.

On September 19, 2024, a Gamma Mu chapter Judicial Board hearing occurred, and [REDACTED] [REDACTED] were placed on warning and social probation through the Fall 2024 semester. On October 27, 2024, the Gamma Mu chapter received another report regarding alleged hazing occurring on multiple occasions from October 21-26, 2024. The following information was provided to the Gamma Mu Vice President:

- The [REDACTED] instructed [REDACTED] [REDACTED] [REDACTED] inside the chapter facility over the course of six consecutive nights. [REDACTED]  
[REDACTED]  
[REDACTED] also instructed to [REDACTED]  
[REDACTED].

- Specific information about [REDACTED] was not provided.
- [REDACTED] characterized [REDACTED] leading to the incidents being reported.
  - [REDACTED] entered the [REDACTED], witnessed what occurred, and reported it.

On November 3, 2025, a Gamma Mu chapter Judicial Board hearing occurred, and [REDACTED] were expelled from the chapter. [REDACTED]

[REDACTED] A hearing was held in December 2024, during which [REDACTED] reported they [REDACTED] in the Gamma Mu chapter.

In January 2025, Alpha Tau Omega national organization contracted Jackie Stelmaszczyk to investigate the Fall 2024 hazing incidents, as well as [REDACTED]. The investigation did not substantiate [REDACTED]. Ms. Stelmaszczyk's findings regarding the Fall 2024 hazing incidents indicated there were not appropriate guardrails in place to prevent hazing. The investigation also signaled the chapter could benefit from additional bystander intervention training.

As a result of these findings, the following outcomes have been determined:

- Section VI A 9. Behavior that violates the core value of Respect - Hazing: engaging in hazing of another person for the purpose of initiation or admission into, affiliation with, or continuation of membership in any organization operating under the sanction of the University. Hazing includes, but is not limited to, any action, activity or situation which recklessly, negligently or intentionally endangers the mental or physical health, welfare or safety of a person, creates excessive fatigue, sleep deprivation, mental or physical discomfort, exposes a person to extreme embarrassment or ridicule, involves personal servitude, destroys or removes public or private property, or implicitly or explicitly interferes with the academic requirements or responsibilities of a student. It is presumed that hazing is a forced activity regardless of the apparent willingness of an individual to participate in the activity. Apathy or acquiescence in the presence of hazing is not neutral; both are violations of this rule. -- **Responsible**
- Section VI A 4. Behavior that violates the core value of Respect - Harm to Persons: causing physical harm or endangering the health or safety of any person. -- **Responsible**
- Section VI E. Registered Organization: Organizations through their officers, and/or individual members may be held responsible and sanctioned for conduct in accordance with guidelines established for individual students. In addition, the University may impose educational measures. -- **Responsible**

On October 28, 2025, I met with the chapter to discuss sanctioning. Based on our conversation, the following sanctions are imposed:

- The chapter is being placed on a two-year disciplinary probation until the conclusion of the Fall 2027 semester. Disciplinary probation shall have as its purpose, the rehabilitation of the student or organization and may include suspension of specified privileges for a definite period not to exceed two years. You may also be required to participate in specified activities, including

educational session(s), or participate in a program which is deemed just and fair under the circumstances of the case. The authority imposing this sanction may assign any qualified person within the University community, other than an undergraduate student, to act as a probation supervisor. The probation supervisor shall report periodically to the appointing authority. If the probation supervisor should report that the student organization is not fulfilling probation requirements, the case will be reviewed by the appointing authority and remaining members of the original hearing panel, who may recommend additional sanctions.

- While on probation, the chapter must complete two meetings per semester with a staff member in Sorority and Fraternity Life. These meetings are designed to provide support to chapter leadership and help them in reaching their goal of establishing a healthier chapter culture. Chapter leadership should contact their Sorority and Fraternity Life advisor to schedule these meetings.
- While on probation, the chapter must complete a minimum of one hazing prevention and leadership workshop per semester conducted by Student Conduct and Community Standards ([kusccs@ku.edu](mailto:kusccs@ku.edu)).

As part of our expectations, the chapter president is required to read this letter aloud in full at the next scheduled chapter meeting. This step is intended to promote transparency, shared accountability, and collective understanding of the outcomes and commitments resulting from the organizational conduct process.

Failure to abide by these sanctions may be cause for further student conduct follow up. As part of the sanctioning process of the University, student organizations that are not in good standing with the University are published online at <https://studentconduct.ku.edu/index.php/organization-conduct-status-report>. The conduct records of student organizations and student groups are not private and are not covered under federal privacy law (i.e. FERPA). The educational purposes of posting this information are to allow prospective members to make informed decisions regarding membership, to provide accurate information regarding the organization's status, and to increase the level of transparency regarding the behavior of student groups.

If you disagree with these sanctions, please know you have the right to appeal. You may appeal to the Vice Provost of Student Affairs in Strong Hall 132 within 10 business days of receipt of this letter to have your sanctions reviewed. The appeal must be in written form and address the disagreement with the sanctions only.

If you would like to appeal your initial acceptance of responsibility an appeal must be in written form addressed to the University Judicial Board, c/o Governance Office, 33 Strong Hall, and be submitted within 30 days of receipt of this letter. The grounds for appeal can be found in University Senate Rules and Regulation 6.7.3. Please be advised that the sanctions are in effect should you appeal.

If you have any questions about this letter or any of its contents you may contact me at 785-864-5429 for an appointment.

Sincerely,

A black rectangular redaction box covering the signature of the sender.

Melissa Stewart  
Director, Student Conduct and Community Standards

CC: Tammara Durham, Vice Provost for Student Affairs  
Katie Treadwell, Assistant Vice Provost for Student Affairs  
Jennifer Wamelin, Associate Vice Provost for Student Affairs  
Kevin Joseph, Assistant Vice Provost for Student Affairs  
Kari Murphy, Director, Sorority and Fraternity Life  
Bryan Murray, Director of Health and Safety for Alpha Tau Omega