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## WHY THIS GUIDE EXISTS

No individual Wildcat should be demeaned, ridiculed, belittled or placed in a potentially harmful situation in order to be included in a group at the University of Arizona.

While being part of a campus group can be one of the most meaningful aspects of student life, hazing is a hidden and serious problem that undermines the value of these experiences for many individuals. Although hazing is not unique to The University of Arizona, we believe that it is important to examine these practices explicitly in an attempt to overcome the secrecy that perpetuates them.

Students who are members of clubs, teams and groups on campus make connections with other, have improved grades, and are more likely to graduate. All member of the community need to ensure that as students are being encouraged to join organizations, and that the organizations they join provide healthy and safe activities.



## THE HAZING PREVENTION COALITION

The Hazing Prevention Consortium is a prevention and research initiative from the University of Maine National Collaborative for Hazing Research and Prevention. The Consortium approached the Fraternity & Sorority Programs (FSP) Office in Fall 2012 about participation in *Transforming Campus Hazing Cultures: Building an Evidence Base*. Staff from Fraternity & Sorority programs worked with other campus constituents to secure funding to participate in the study.

Based on advice from the researchers from the University of Maine, the decision was made to create a hazing prevention coalition for the University of Arizona. The coalition began meeting in January and currently has members from FSP, Residence Life, Campus Health, Club Sports, the Interfraternity Council, the Associated Students of the University of Arizona (ASUA), Athletics, and the University of Arizona Police Department.

### The Mission of the Hazing Prevention Coalition

The Hazing Prevention Coalition works to empower the University of Arizona community to recognize hazing, understand its implications, develop intolerance for hazing activities, and act/report when hazing occurs. Additionally, the coalition will, examine recent hazing issues, share current practices related to hazing prevention, research best practices across the nation related to hazing prevention and provide resources to support safer, healthier means of member acclimation and integration.



## WHAT IS HAZING?

### Hazing as defined by the Arizona Board of Regents

"Hazing" means either (a) any intentional, knowing or reckless act committed by a student, whether individually, or in concert with other persons, against another person, in connection with an **initiation into, an affiliation with, or the maintenance of membership in any organization that is affiliated with a university** that contributes to a substantial risk of potential physical injury, mental harm or degradation, or causes physical injury, mental harm or personal degradation; or (b) any act otherwise defined as hazing under applicable law. Hazing includes, but is not limited to, paddling in any form, physical or psychological shocks, late work sessions that interfere with scholastic activities, advocating or promoting alcohol or substance abuse, tests of endurance, submission of members or prospective members to potentially dangerous or hazardous circumstances or activities which have a foreseeable potential for resulting in personal injury, or any activity which by its nature may have a potential to cause mental distress, panic, human degradation, or embarrassment.

### NCAA

Any act committed against someone joining or becoming a member or maintaining membership in any organization that is humiliating, intimidating or demeaning, or endangers the health and safety of the person. Hazing includes active or passive participation in such acts and occurs regardless of the willingness to participate in the activities! Hazing creates an environment/climate in which dignity and respect are absent

### FIPG

Any action taken or situation created, intentionally, whether on or off fraternity premises, to produce mental or physical discomfort, embarrassment, harassment, or ridicule. Such activities may include but are not limited to the following: use of alcohol; paddling in any form; creation of excessive fatigue; physical and psychological shocks; quests, treasure hunts, scavenger hunts, road trips or any other such activities carried on outside or inside of the confines of the chapter house; wearing of public apparel which is conspicuous and not normally in good taste; engaging in public stunts and buffoonery; morally degrading or humiliating games and activities; and any other activities which are not consistent with fraternal law, ritual or policy or the regulations and policies of the educational institution.



## WHAT DO THESE DEFINITIONS HAVE IN COMMON?

### Respect

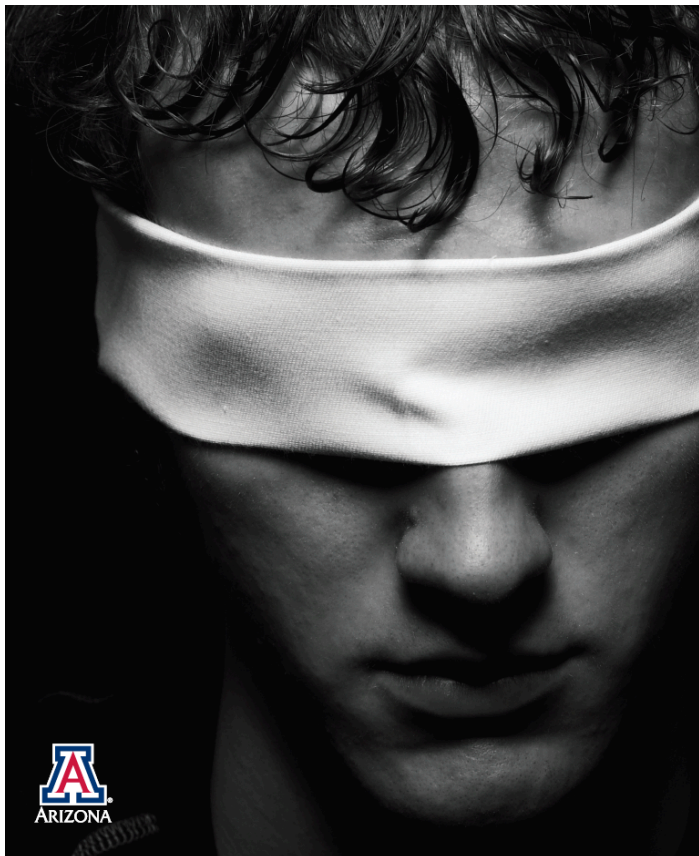
Each definition mandates that individuals show respect for one another regardless of membership status in the organization.

### Purpose

Each definition requires that activities serve the purpose of the organization

### Safety

Each definition encourages the safety of those participating in activities



**THIS ISN'T WHY YOU JOINED.**

**FRIENDSHIP, MEMORIES, FUN.  
THAT'S WHY YOU JOINED.**

**BUT NOT THIS.**

**REMEMBER, YOU DON'T  
HAVE TO CROSS A LINE.**

**YOU HAVE CHOICES.**

**BE A FRIEND.  
DO SOMETHING.**

[DEANOFSTUDENTS.ARIZONA.EDU/BEAFRIEND](http://DEANOFSTUDENTS.ARIZONA.EDU/BEAFRIEND)

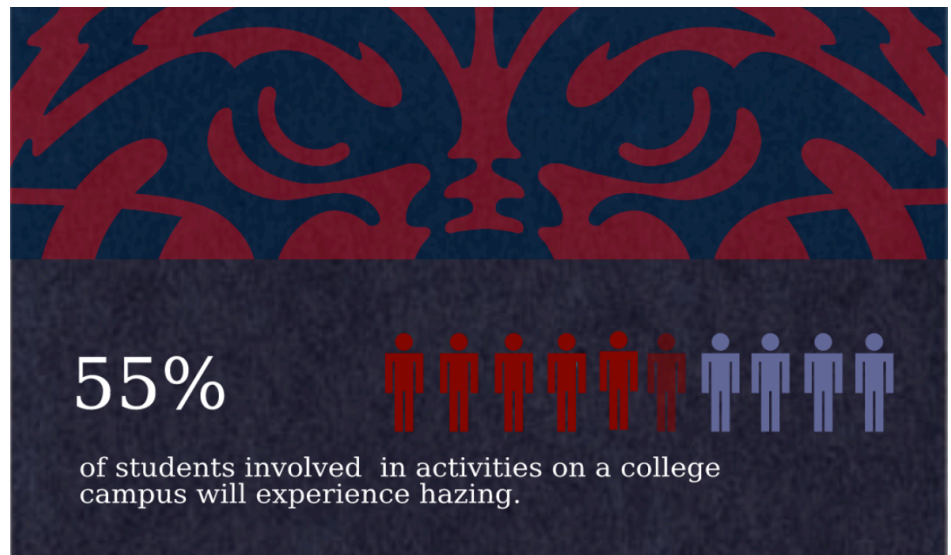
Supported by the Freshman Fee  
Dean of Students Office: 520.621.7057 for safety concerns & assistance



## HAZING IS AN INSTITUTIONAL PROBLEM

In colleges and universities approximately 55% of students involved in clubs, social organizations and on athletic teams are hazed (Allen & Madden, 2008). Hazing, or requiring detrimental, humiliating or often life threatening activities or actions, for an individual to join an organization can come in many forms. Hazing can consist of more benign actions like being required to run errands or perform chores for full fledged members, or more serious activities like forced consumption of alcohol or toxic substances, beatings, skin brandings, and simulated or real sex acts.

These actions can be both physically abusive and can cause psychological trauma for the participants (Allen & Madden, 2008). Sometimes these incidents can escalate; from 1970 to present there have been more than 100 deaths and numerous injuries due to hazing practices recorded in the United States (Nuwer, 2004; hazingprevention.org).



Equipped with the National Study on Student Hazing data, and the current research through the consortium it has become increasingly evident that both the campus and local communities need to send coordinated messages that hazing is not part of the student experience at UA.

According to research provided through the Novak Institute on Hazing Prevention and Hazingprevention.org, creating campus wide hazing prevention efforts using a violence prevention model or a model similar that involves a multi-pronged approach and multiple collaborators is the most effective means of preventing hazing.



## WHO IS THIS GUIDE FOR?

All university staff, faculty and students are asked to help prevent hazing. Hazing is a campus wide issue that everyone should be concerned about, however the way you help to help or intervene may be different depending on your role.

### Student Leaders

Student leaders can be held individually accountable for their organization's actions. As a student leader you have an obligation to encourage the safety of your membership. If you are a student leader who knows about hazing activities in other groups you have an obligation to step up and intervene or let campus staff know of the situation.

**If you know that your group or another group hazes, here are 10 reasons to intervene.**

1. Regardless of potential benefits of hazing to the group, there are high costs as well.
2. Hazing is either harmful or creates a significant risk of harm, whether mental or physical.
3. Getting caught will result in the sanctioning or removal of the organization.
4. You may be charged as an individual under the Code of Conduct or Arizona Law.
5. A lawsuit can ruin your group and financially devastate you and your family.
6. A reputation for hazing can negatively impact members' future employment or graduate school applications.
7. There are effective ways to achieve the group's pro-social goals without hazing.
8. Learning ways to build group cohesiveness without hazing will develop skills that can be used after graduation.
9. You will be more likely to generate committed alumni support.
10. You won't have anything to hide or regret and will leave a positive legacy for future generations of members.



## If your group hazes and you want to challenge it

Raise your concern with other members that you trust. Form an informal subgroup of members who would be willing to raise their objections to the leaders and larger group.

### Basic Confrontation Guidelines

- Be simple and direct. Do not rush. This usually causes ineffective communication.
- Stay under control. You must always be calm and reasonable, no matter how the rest of the organization or members are acting toward you.
- Know the basic facts regarding the behavior you are confronting. You will need to know policies from the institution, any umbrella policies and the consequences that other organizations have faced
- If dealing specific individuals, try to confront in a private (rather than public) setting. You will be much more effective one-on-one, contact individuals or small groups to help them understand before facing the larger group.
- Be specific and clear. You will need to identify the exact practices that need to be eliminated. It may also be helpful to offer up appropriate alternatives at that time.
- Be fair but firm. You must be consistent.
- Be assertive, but not aggressive. Be direct, positive, and clear about the specific problem/behavior. Do **NOT** use attacking language (e.g. "you are going to get us kicked off campus because you wanted the newbies/pledges/rookies to make fools of themselves on the mall.") This will only escalate the problem.
- Confront behavior, not values. Do not tell individuals that they are bad people for encouraging hazing. Confront and target the behaviors not the individual (usually).

Confront behavior in a positive and constructive manner. Focus on helping the group function more effectively, mutual respect, rather than on the negative behavior.





## Hints to Challenge Behavior

- If the group has relationships with alumni members, seek their support.
- Frame your argument at multiple levels. You may be able to convince some members that hazing is intrinsically wrong and harmful to individuals. Other members may only be persuaded that the risk of getting caught and the consequences that could result make hazing not worth continuing.
- Cite examples from the DOS website of consequences that other organizations have experienced they have been caught hazing.
- Take a stand that you do not believe that new members should have to go through what you did.
- Offer ideas for alternatives to hazing that can achieve the positive outcomes of initiating new members while eliminating the risks and costs that come with hazing.
- Give examples of groups that have developed strong, non-hazing new member programs – Contact ASUA or FSP for these resources.

### **If you cannot find support for change within your organization:**

- Seek support outside of the group. Talk with friends and ask their advice.
- Refuse to participate in the hazing.
- Do not feel obligated to keep the hazing a secret. You may want to let new members know what is going to happen to them.
- Consider quitting in protest.
- Consider reporting the hazing, confidentially, anonymously, or openly to University officials.



## Group Advisors, Faculty & Staff

<http://www.hazing.cornell.edu/cms/hazing/do/individual/graduate.cfm>

### Are you looking the other way?

If you are an organization alumni, or a university staff person you can play a critical role in stopping hazing. This is particularly true in the case of fraternities and sororities alumni, since membership is for one's lifetime.

In many cases, student groups that currently haze did not invent the practices. They inherited them from previous generations of students. **The pressure to preserve "traditions"** may keep hazing rituals in place over many years, with each new generation adding its own variations. In other cases, groups may create a practice that did not exist during previous years, and within a few years the group members mistakenly believe that practice is a long-standing tradition that is vital to the identity of the group.

Any University of Arizona staff member is obligated to report incidents when they think hazing may be occurring. It is also important to report when you have general concerns about the pledging, new member or initiation for any club, organization or fraternity/sorority. You can report these concerns to the Center for Student Involvement & Leadership, or the DOS. You may also report incidents anonymously at 626-haze.

### Steps that you can take

- Get involved with the current group.
- Raise the issue of hazing with other alumni leaders, headquarters staff or university officials
- If hazing went on in the organization when you were in school, acknowledge that to other alumni.
- Ask the current members to describe for you what they do for initiation or some kind of special organizational event.
- Attend initiation or planned events.
- If there is evidence of hazing, work with alumni leaders, headquarters staff or university officials to formulate a strategy for intervening.
- Work with University officials to change the tradition of hazing within the organization.
- Provide financial support for non-hazing group-building activities.



## HOW TO EFFECTIVELY PREVENT HAZING AS AN ADVISOR, FACULTY OR STAFF

### **Identifying what you or others went through during college as hazing.**

For example, a parent expressed disappointment when he heard that hazing was a problem on campus. He claimed that hazing did not occur in his fraternity when he was a student. He then proceeded to describe their initiation practices, which included stripping pledges naked and requiring them to participate in relay races in which they had to carry cherries wedged between their buttocks. While this practice could be experienced as humiliating or degrading (or worse), he did not identify it as hazing. Alumni and students sometimes reflect on such hazing activities and label them as “stupid,” “silly,” or “harmless jokes.” Alumni should familiarize themselves with the definition of hazing, the continuum of hazing, and the negative effects of hazing.

### **Know the reality of what is going on.**

Some alumni who serve as advisors or board members to student organizations shy away from asking hard questions about whether and how the group initiates new members. Learning the truth about the existence of hazing can put alumni in a difficult position that they would rather avoid. When alumni become aware of the existence of hazing, they may feel compelled to work directly with the students to change the situation or to engage other authorities, such as the national organization or university. Not taking action after learning that hazing is occurring may increase the risk of liability in the event of a lawsuit. But a court may also decide that the alumni should have known what was occurring by virtue of their relationship to the group, even if they had not received direct reports of hazing.

### **Acknowledge that "good guys" can be the driving force behind degrading and dangerous practices.**

Even when faced with evidence of hazing, alumni, advisors, or other mentors may have difficulty comprehending that men and women of otherwise admirable character can engage in abuse of other students. It is important in such situations to understand two features of hazing. First, group behavior is shaped by social forces as well as individual values. Indeed, social circumstances can lead people to engage in highly abusive acts that are inconsistent with their beliefs and incongruous with their actions in all other spheres of their lives.

Hazing is generally not the result of a "few bad apples," but a set of social conditions that lead average people to commit harmful actions against others. That said, it is also true that some individuals have a propensity for anti-social behavior and may derive pleasure from the suffering of others. These persons may appear quite normal in other settings, but when the opportunity to engage in hazing arises they may lead the way or haze more intensely.



## HOW HAZING CAN BE PREVENTED

### Have Standards for Membership

Hazing can often arise in organizations because individuals are led to believe that they have to prove that they belong using standards unrelated to the organization's purpose.

Having actual defined and concrete standard for your organization can eliminate the need to prove "worthiness."

### Create and Enforce Standards and Requirements for all Members

Not holding members accountable during their time in the organization also leads to issues with the organization and hazing.

#### Enforcing Standards for All Members

- Is there a process to remove individuals that do not meet the requirements?
- Is the process enforced?
- Are members all educated and reminded regularly about the standards?
- How are standards routinely enforced with the membership?

### Know the Purpose of Your Organization

Not understanding the actual purpose and goals of the organization can lead to hazing.

Make sure only those understand the purpose of the organization regularly and regularly discuss the purpose and goals of your organization.



## WHAT SHOULD YOUR STANDARDS BE?

Ask members of your group these questions to help determine how your group can create or enforce standards of your organization.

### Sports Teams & Performance Based Organizations

1. Were there tryouts?
2. Were people selected based on skill?
3. Does every teammate/member participate in practice?
4. Has the team identified growth areas and is recruiting individuals to help in those areas?

### Honorary and Academic/Departmental

1. What are the criteria to join?
2. What is the required GPA to join?
3. Where there interviews or an application review process designed to find good members?
4. Have the individuals shown leadership in other organizations?
5. Are there events individuals must attend or things they must do to maintain membership?

### Fraternities & Sororities

1. What are the values of the organization?
2. Are members selected based on values?
  - a. Is there a required GPA (above the average)
  - b. Is there a service hour requirement?
  - c. Have individuals shown leadership in other organizations?
3. Has the organization identified growth areas for the chapters and is recruiting individuals to help in those areas?
4. Do members follow the creed, or motto of your organization?



## UNDERSTAND WHY HAZING IS OCCURING

What is missing in the organization? Hazing occurs because of organization culture, which is a combination of the needs of the individuals in the organization and the history of the organization. While you can't control the history of the organization, you can choose to do something different in the present. If people are suggesting activities that are hazing, ask why the group wants to do that and try suggesting non-hazing activities instead.

Is there a purpose in the organization that is not being met? If the organization is interested in hazing behaviors, try to figure out how those activities are or are not congruent with the group's beliefs or principles. Based on your values, how could you fulfill the needs the group members have?



## RECOGNIZING HAZING

### When planning activities

#### Ask the Basic questions

- Would I want this in the Daily Wildcat?
- What would my family/significant other think of this activity?
- Could someone with a different background than me have a problem with this activity?
- Does the activity involve mental distress such as humiliation or intimidation?
- Does it involve physical abuse (e.g., sleep deprivation)?
- Is there a significant risk of injury or a question of safety?
- Would you have any reservations describing the activity to parents or a university official?
- Is alcohol involved?

If the answers to any of those questions are making you think, ask:

- Will this honestly make me, or others better members?
- Would I be prepared to go to court to defend the merit of this activity?

If you can't answer in a direct, rational way, the activity is probably hazing. Find some other way to accomplish your goals.

### When participating in activities

- Are individuals being treated with respect?
- Will this make me a better member, player, brother or sister? How?
- If I had a past issues with physical, emotional or substance abuse could this possibly hurt me?
- Would I have a hard time explaining or justifying this activity if someone walked in?



## RECOGNIZING HAZING ACTIVITIES

On the outside looking in, it may be difficult to know what is hazing. When observing the behavior of individuals and organizations or when speaking with students about their experiences, look for the following conditions necessary for hazing and resultant symptoms in victims/survivors:

- Members justifying an activity by saying “it’s tradition”
- A presence of alcohol
- Forced consumption of alcohol
- Forced consumption of large amounts of water
- Secrecy about activities
- Student experiences a drop in grades
- Student begins appearing dirty/unkempt
- Does this activity involve criminal activity? (Including minors consuming alcohol)
- Carrying strange objects or very specific items
- Costumes
- The words “Hell Week”
- Limitations in who they can talk to
- Push-ups, sit-ups or other calisthenics
- Signature books or paddle signatures
- Scavenger hunts with time limits or for meaningless or irrelevant objects
- Would we be prepared to go to court to defend the merit of this activity?
- Cleaning organizational or active members’ properties







## THE GLORIFICATION OF HAZING

In many movies, TV shows, and other media, hazing is shown as a rite of passage, something to be expected in certain groups and remembered fondly. Alumni and current members of groups tell people how hazing experiences made them stronger. There is a myth that experiencing hazing makes us better people who are capable or more things. When you think about it, how does being made to walk around in a silly outfit or taking a bunch of shots of cheap vodka help make you more likely to succeed in life?

### Hazing is everywhere

Hazing occurs outside of Greek social organizations, and even outside of college campuses. It happens or has the potential to happen in athletic teams, honor societies, marching bands and almost any other student group. It can also happen in workplaces, graduate programs, professional associations and any other group of people.

### Motivations for Hazing

There are a variety of reasons that people haze. Some of the common reasons are found below:

1. Reluctant conformity-some hazers do not think they should be hazing others, but ultimately decide to go along with the group.
  - a. “I hate these traditions, but I don’t know what else we can do. I need something that I can sell to other members of the group as an alternative.”
  - b. “Hazing conflicts with my values. I feel like I have to play this role of being a mean person, but I’m not.”
2. Sadistic/Sociopathic Motives-some hazers derive pleasure or entertainment from harming others.
  - a. “I enjoy seeing people in pain.”
  - b. Anger/Revenge Motives-some hazers are upset about what happened to them, and decide to victimize others.
  - c. “I had to go through it, so they have to go through it.”
  - d. “I can’t wait to do this to the pledges next year.”



3. Dominance/Power motives-some hazers like to control others.
  - a. “When you haze, you feel like a ‘f\*\*\*ing god’”.
  - b. “It lets the rookies know their place.”
4. Commitment Motives
  - a. “Our hazing often has a specific point or lesson. The overall idea is perseverance and testing the new member’s ability to commit to his obligations.”
  - b. “We do it to weed out the weak ones.”
5. Solidarity Motives
  - a. “We do it to create cohesion.”
  - b. “It also has to do with tradition. I can talk with an alumnus who went through the hazing we did, so it links the generations and creates a unique



## WHY PREVENT HAZING?

### Why report hazing?

- Hazing is dangerous
- Hazing only gets worse
- Stopping hazing now will minimize negative consequences for both those being hazed and those who are hazing.

### What happens when a report is received?

- Investigation
- Triage (determining where the matter will be heard, based on severity of hazing and organization's recent conduct history.)
- Hearing
- Sanctions

### How do I report hazing?

- Police-If you have reason to believe that anyone's physical safety is in danger, call 911!
- Hazing Hotline-Call 520-626-HAZE(4293) to report hazing, 24 hours per day
- DOS Website-File a written complaint. DOS or FSP staff will respond.
- Speaking with a Student Accountability or FSP staff member.

### What information should I report?

- Be specific!
- What was the behavior or activity of concern?
- Who was involved? Who hazed/was hazed?
- Where & When did this take place?
- Were alcohol or drugs involved?
- Did anything of a sexual nature occur?
- Concerns about health & safety



## Named versus Anonymous Complainants

- Code of Conduct
- Under the conduct, the Dean of Students Office must know the identity of the person filing a complaint. This allows us to determine the credibility of the complaint. If we cannot verify credibility, and will have to dismiss the case. We may use an anonymous report to initiate an educational conversation with the chapter.

## Title IX

- Under Title IX of the Higher Education Act ,the university has a responsibility to take whatever steps it can to end sexual harassment. Often, hazing contains elements which may harass individuals based on gender. An anonymous complaint will again allow us to have an educational conversation with the chapter, but not charge them.

## But I don't want anyone to get in trouble...

- Would you rather risk someone getting in trouble or someone being injured or killed?
- Others made their own decisions. Make yours.

## I heard the Dean of Students Office is just waiting for excuses to shut down organizations, teams and chapters. How do I know that reporting the behavior is the right thing to do?

- Why organizations, teams and chapters are valuable to campus
- The Dean of Students Office responsibility for health & safety
- Again, would you rather risk someone getting in trouble or someone ending up injured or dead?



## CITATIONS & CREDIT

Much of the information here is taken directly from [hazing.cornell.edu](http://hazing.cornell.edu). Additionally, information used is from the University of Arizona Fraternity & Sorority Programs Office, Campus Health Office, Dean of Students, Residence Life, Campus Recreation and the Dean of Students Office.

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