What is hazing?
Hazing is generally defined as:
Any action taken or situation created intentionally:
Ø that causes embarrassment, harassment or ridicule
Ø risks emotional and/or physical harm
Ø to members of an group or team
Ø whether new member or not
Ø regardless of the person’s willingness to participate

Beyond the Definition
Ø Hazing events are often part of an organization’s culture and/or history
Ø Hazing cuts across campus communities
Ø Hazing events often build on each other
Ø Hazing is about more than the incident
Legal Responsibilities

- Hazing may result in legal claims of
  - Assault & Battery
  - Negligence
  - Premises Liability (landlord/tenant)
  - Social Host Liability

Negligence in Hazing Cases

- Direct Negligence
  - Failure to properly supervise organization to prevent hazing
- Social Host Liability
  - Person seeking membership in organization/rookie coerced into drinking to excess

Negligence in Hazing Cases

- Custodial Liability
  - Duty arise on university by nature of relationship with student organization which creates duty to protect student members of organizations
- Landlord-Tenant
  - Universities as landlords have duties to protect students (tenants) from dangerous conditions
“College administrators and campus law enforcement officers became motivated by fear of triggering legal liability and were encouraged to pursue strategies in their jobs that would minimize the risk of lawsuits but not necessarily reduce risk or injury. In short, the law encouraged the destruction of much of the student/university relationship outside the classroom.” ~ Bickel and Lake 1999

What Motivated the Need for Research?

- Hazing is a phenomenon that is difficult to apply research methodologies to due secrecy of the acts
- Hazing exists in student cultures as demonstrated by ongoing litigation (Example: 2010 six women from Rutgers University were charged with aggravated hazing)
- Hazing continues, but we need to know why; the purpose, rewards, & risks, who; identified subcultures: athletes, cultural-based organizations, bands, clubs (subcultures that are designed for establishing identities, and places), where; on and off campuses

What we now know about hazing: Research and Data

Perceptions of the no-pledge policy for new member intake by undergraduate members of predominately Black fraternities and sororities. Dissertation, UMI Services

Two landmark hazing studies:

0 National Survey: Initiation Rites and Athletics for NCAA Sports Team
Hoover, N. & Pollard, N. Alfred University and Reidman Insurance Co., Inc., 1999

0 Initiation Rites in American High Schools: A National Survey
Hoover, N. & Pollard, N. 2000

The Culture of Hazing
Hoover and Pollard Findings:
0 Hazing fulfills a basic need to belong regardless of the consequences
0 Hazing starts young, and continues through high school and college
0 Hazing is an attempt to create a rite of passage
0 Students do not distinguish between "fun" and hazing
0 Institutions must share the responsibility when hazing occurs
Prevalence and Profiling: Hazing Among College Students and Points of Intervention.
Campo, S., Poulos, G., & Sipple, J.
*American Journal of Health Behavior*
2005

Conforming to Misperceptions

- Strongest attitudinal predictor of hazing = belief that friends approve
- Students believe having friends outside their organization would be most helpful in extricating them from hazing situations.

"Most brothers believe it's important to humiliate the pledges" (42% agree) – “I believe it is important to humiliate the pledges.” (30% agree)

Instrumental Motives:
Non-Hazing Group Building

0 Hazing participants were more likely to engage in positive team-building activities.
0 Non-hazing activities are important, but not sufficient.

"I do those non-hazing things for the first six weeks. The last four are ours."
National Study of Student Hazing: Examining and Transforming Campus Hazing Cultures

http://www.hazingstudy.org/
Elizabeth Allan, PhD
Mary Madden, PhD
University of Maine
2008

Hazing in College

- A gap exists between student experiences of hazing and their willingness to label their behaviors as hazing (9 out of 10)
  - Limited definition with an emphasis on physical harm
  - Reframe – i.e., “hazing can be good or bad”
  - Deny, minimize and/or normalize
  - Fail to see power dynamics and over-simplify

More than half (55%) of college students involved in clubs, teams, and organizations experienced hazing.

- 61% of males
- 52% of females
Who students talk to about hazing

<table>
<thead>
<tr>
<th>Topic</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Another group</td>
<td>63%</td>
</tr>
<tr>
<td>Friend</td>
<td>63%</td>
</tr>
<tr>
<td>Family member</td>
<td>54%</td>
</tr>
<tr>
<td>Coach or advisor</td>
<td>4%</td>
</tr>
<tr>
<td>Web or chat site</td>
<td>4%</td>
</tr>
<tr>
<td>Police Officer</td>
<td>1%</td>
</tr>
<tr>
<td>College staff or faculty</td>
<td>4%</td>
</tr>
<tr>
<td>Clergy</td>
<td>2%</td>
</tr>
</tbody>
</table>

Location of Hazing Activities

- **On campus**: 15%
- **Off campus**: 42%
- **Both on & off campus**: 66%
- **Other**: 8%
- **Private Space**: 49%
- **Public Space**: 11%

Students recognize hazing as part of campus culture...

69% of students are aware of hazing on campus within teams or student organizations other than those in which they participate.
Students come to college having already experienced hazing.

47% of students reported they experienced hazing while in high school.

Hazing Occurs Across a Range of Student Groups

<table>
<thead>
<tr>
<th>Group</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Varsity Athletics</td>
<td>74%</td>
</tr>
<tr>
<td>Social Fraternity or Sorority</td>
<td>73%</td>
</tr>
<tr>
<td>Club Sport</td>
<td>64%</td>
</tr>
<tr>
<td>Performing Arts Organization</td>
<td>56%</td>
</tr>
<tr>
<td>Service Fraternity or Sorority</td>
<td>50%</td>
</tr>
<tr>
<td>Intramural Team</td>
<td>49%</td>
</tr>
<tr>
<td>Recreation Club</td>
<td>42%</td>
</tr>
<tr>
<td>Other</td>
<td>30%</td>
</tr>
<tr>
<td>Academic Club</td>
<td>28%</td>
</tr>
<tr>
<td>Honor Society</td>
<td>20%</td>
</tr>
</tbody>
</table>
Hazing in College

Students are not likely to report hazing to campus officials.

Students report limited exposure to prevention efforts beyond the “hazing is not tolerated” approach.

Underrepresented Data

Lee-Olukoya (2010)

Hazing and other membership experiences of women in historically African American sororities

What do you know about hazing on your campus or within your organization?

Brainstorm
Paradigm Shift:
Activities to Strategies

Instead of: What are you going to DO?
E.g., Create a policy

State: What are you trying to CHANGE?
E.g., Increase reporting and response options for addressing allegations of hazing

To Get the Solutions Right

Understanding of the Problem → Choice of Solution

What is "Prevention?"
Spectrum of Prevention & Response

Prevention
Stop problems from occurring by reducing risk factors and promoting protective factors

Intervention
Intervene early in problem behavior
Crisis intervention

Early Response & Treatment
Assist victim
Sanction/treat offender

These also have a role in supporting prevention

Key: Change the underlying conditions that lead to hazing
Start With Understanding the Problem

0 Describe the problem *(What?)*
  0 What behaviors? How much (frequency, extent)?
  0 Who is hazed? Who hazes?
  0 *Where/when/under what circumstances* are the problems more likely to be present, or more severe?

0 What causes and contributes to hazing? *(Why?)*
  0 What factors are associated with hazing?
  0 What facilitates, or fails to impede hazing?
  0 What protective factors or positive norms exist?

Multiple Factors Contribute to Hazing

Any high-risk event results from combination of:
- Risk Factors
- Protective Factors
- "Vulnerability" Factors

Factors occur across the Social Ecological Model
- Individual factors
- Group (peer) factors
- Institutional factors
- Community factors
- Public policy

"Environmental" *(Systems)*

Thinking beyond the individual: What about the social, academic, physical, policy, or legal environment promotes or facilitates hazing?
Strategies vs. Activities/Tactics

Strategy is focused on what has to change
0 In individuals or in the environment

Activities and tactics are how to change it
0 Activities are individual program components, such as policies, educational sessions, enforcement efforts, media campaigns, etc.
0 Tactics are processes used to support change, such as coalitions, leadership, administrative buy-in, funding, student involvement, evaluation, etc.

Effective Prevention Is a Process, Not a Program

“Shared, continuous problem-solving”

Resources & Opportunities

0 http://www.hazingprevention.org/
0 http://www.hazingprevention.org/programs
0 http://www.hazingprevention.org/recognition-awards
0 The National Collaborative for Hazing Research and Prevention http://www.hazingstudy.org/
We wish to extend our appreciation to our colleagues whose work was instrumental in preparing for today’s program:
Dr. Tim Marshall
Dr. Linda Langford
Dr. Lauri Sidelko
Dr. Elizabeth Allen