



# 2018 Resource & Planning Guide

## COLLEGE EDITION



National Hazing Prevention Week is

September 24 - 28, 2018

#NHPW18





## LETTER TO READERS

Welcome to the HazingPrevention.Org **2018 Resource and Planning Guide: College Edition**. We hope that this guide will provide you with the tools you need to host successful hazing prevention events on your campus and within your organization. This year, [National Hazing Prevention Week](#) is officially observed September 24-28, 2018 and we encourage you to host NHPW activities during that week, or any week that you decide is best for you. Prevention efforts are important throughout the year!

There are many ways that you can get involved, and to encourage grass-roots efforts locally. These can include holding contests and events – such as poster design contests, or having members of your community sign a banner that is displayed throughout the week, giving members incentives to complete our online hazing prevention education courses at [Prevent.Zone](#), or having everyone take the [Hazing Prevention Pledge](#).

In addition, please be sure to check out how you can help your school with a successful year-round

hazing prevention plan – we now offer [Educational Memberships](#) and [Academy Memberships](#) as well as our webinars, books and institutes.

Whether you have participated for years or if this is your first time – thank you! We hope that this guide will help you in your planning efforts. Empowering people to prevent hazing doesn't happen in the boardroom. It happens where hazing can and does occur. We appreciate your support. Your efforts do make a difference and, whether you know it or not, your efforts will save lives.

Best wishes,

A handwritten signature in blue ink, reading "Emily Pualwan". The signature is fluid and cursive, with a long horizontal stroke at the end.

Emily N. Pualwan  
CEO & Executive Director  
HazingPrevention.Org

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# HAZING ... What is it?



## HIDDEN HARM

Hidden Harm is a phrase used to describe the effects of a previous trauma. These hidden harms can be both physical and psychological, and they can have long-lasting effects on the individual. Hidden harms can manifest from a variety of past experiences – war, abuse, hazing, violence, families with alcoholism, and other sources.

**Hazing** is any action taken or any situation created intentionally that causes embarrassment, harassment or ridicule and risks emotional and/or physical harm to members of a group or team, whether new or not, regardless of the person's willingness to participate.

## PHYSICAL TRAUMA

Traumatic injuries have been caused by hazing practices. Many times we first hear about an act of hazing when it has reached a physical extreme, and when someone has been physically injured, or when someone has died. There have been numerous cases of traumatic brain injuries due to beatings and other hazing rituals, and many cases where hazing victims have been hospitalized. Many times the act of hazing is exposed when a victim is hospitalized.

## PSYCHOLOGICAL TRAUMA

sometimes because of shame or self-blame we do not hear about the psychological effects of hazing, and these many cases do not make the news, and aren't reported the same way that physical trauma is. But the negative psychological effects of hazing can be both long-lasting and just as traumatic to

the victims and their families. These can include depression, suicide, poor grades, withdrawal from activities and shame.

This harm can persist into adulthood and can undermine the well-being of a person.

## PREVIOUS EXPERIENCES

What we don't know about another individual can be the ultimate harm of hazing. Someone who just joined an organization or team could have experienced something in their lives that makes them highly susceptible to serious repercussions if they're hazed. Hazing can be physically and/or psychologically harmful to even perfectly healthy individuals, but mix hazing with any one of thousands of previous experiences and the damage can increase exponentially.





# IS THIS HAZING?

If you're not sure whether or not something happening to you or to someone else is hazing, ask yourself these questions:

Is this causing emotional or physical distress to others or stress to myself or others?

Does participating in this activity violate my values or those of this organization?

Am I being asked to keep these activities a secret? Why?

Would we get in trouble if a college administrator or faculty walked by and saw us?

Would I feel comfortable participating in this activity if my parents were watching?

Am I doing anything illegal?



# Hazing Prevention:

## It's Everyone's Responsibility™



### Assess the Situation

**1**

Be able to recognize hazing when it's happening around you.

- Is it causing embarrassment, harassment or ridicule and risking emotional or physical harm?
- Will we have to keep this secret? What will happen if someone posts this online?
- Is this illegal? Is this wrong?

### Speak Out!

**2**

Express your concerns and suggest alternatives. Remind others of your group's goals and mission.

- Is it worth the risk? Who is going to take responsibility for this?
- What happens if this goes wrong and someone gets hurt? What are we really trying to do here?
- I'm not OK with this. Are you?

### Remove Yourself Safely

**3**

Do not physically intervene and **DON'T** drive away under the influence.

This is an opportunity to convince others it's not a good idea and they may follow.

### Report

**4**

**First: Call 911 if life is in danger!**

As soon as possible, notify the proper authorities,

- Administrator
- Campus Police
- Club Director
- Coach
- Guidance Counselor
- Office of Fraternity & Sorority Life
- Parents
- Student Services Advisor

If you like Smart Steps 4 Staying Safe™, you'll love our online course, Hazing Prevention 101: It's Everyone's Responsibility™

**REQUEST A DEMO OR PRICING**  
<http://prevent.zone>



indicated an increase in hazing awareness and knowledge



are less inclined to take part in hazing



felt more empowered to be part of the solution to prevent hazing

Brought to you by



## WHAT YOU CAN DO

Hazing is everyone's problem. That's why it's also everyone's responsibility.

HazingPrevention.Org is a national nonprofit agency and our mission is to empower people – everyone – to prevent hazing.

## START A PREVENTION MOVEMENT

National Hazing Prevention Week is officially recognized during the last full week of September each year, but you can help prevent hazing year-round! If you would like to start a program at your school, campus or organization, raise awareness about hazing and how to prevent it, and encourage your fellow students to join you, you can learn more about the resources available to you throughout this guide. You can also visit our official [National Hazing Prevention Week website page](#).

## ADDITIONAL RESOURCE: GREEK ANTI-HAZING HOTLINE

This hotline to report hazing in Greek organizations was established in 2007 by a consortium of national fraternities and - currently 43 lend their support. The hotline is managed by Fraternal Law Partners, a division of Manley Burke LLC. To learn more about the [hotline](#), please visit their website.

## IF YOU WITNESS A HAZING INCIDENT OR SOMEONE IS IN DANGER CALL 911

If you want to report a hazing incident or a suspected incident that is not immediately putting someone in danger, contact your school's security office, your organization's leadership and/or other state or local designated reporting authority.

Many schools and organizations require that you report what you witness.

**Please note that HazingPrevention.Org is not a reporting agency for hazing. If you, or someone else is in immediate danger please immediately dial 911.**



# Solutions Are at Hand: We Can Curb Hazing

By Hank Nuwer

My new book, "Hazing: Destroying Young Lives," is an anthology largely written by campus professionals on the front lines who deal with hazing issues regularly.



The collection of 27 essays is meant to be a guide to the best practices that these distinguished pros have adopted or devised to destroy the very roots of hazing. I am hoping that the book will be a staple at orientation programs for first-year students—the group most at risk of suffering the abuses of hazing.

One solution-based essay is by longtime advocate and speaker Tracy Maxwell. She argues that feminine leadership qualities in both male and female Greek leaders may be the key to truly reforming fraternity and sorority life.

If no way can be found to end the scourges of hazing, sexual assault and substance abuse, the grim prophesy of hazing activist Gary Hipps seems destined to become reality. "If you weigh all the good of these organizations combined against the weight of suffering at the senseless loss of one child they are found lacking," said Hipps, father of a pledge killed at Clemson University and co-founder of PUSH (Parents Uniting to Stop Hazing). "It's time for them to change or go extinct."

Both Maxwell and Hipps stress that the change needed is as simple a solution as embracing the core values every fraternity and sorority espouses in ritual. "I say that sorority woman at the local level have the power to change the face of a fraternity and sorority community **by standing up for their values, by refusing to participate in events or activities that**

**are mean-spirited, dangerous, or demeaning to women and/or men, and by exercising their leadership."**

## NPC: Call for Critical Change

I was reminded of Maxwell's essay while attending a National Panhellenic Conference (NPC) think tank in Indianapolis. The discussion with university and fraternal leaders from across the country was designed to get a firm handle of the current climate on campuses Nationwide—particularly at a time when record numbers of chapters are closed or on probation and some universities have suspended the activities of entire Greek communities.

In addition to a unanimous agreement that **Greek organizations need to return to values and adjust the moral compasses of members**, the NPC group members agreed on some other recommendations (which follow).

--That **too large fraternal chapters have created risk and safety concerns. The group suggested that chapters not be allowed to over-extend themselves and to focus on quality instead of quantity.** Particularly as more sophomores are thrust into officer roles due to many upper-class members committed to internships and study abroad, there is a concern that large chapters have proven unmanageable.

--That too many recent alums have set bad examples for undergrads with regard to pressuring them to retain "traditions" such as hazing. An essay by longtime Greek adviser and former HPO president Allison Swick-Duttine in the "Hazing" book exposes alumni who baited, ridiculed and resisted all attempts of sorority undergraduates at Plattsburgh State to scrub their chapter clean of ingrained hazing practices that had gone on for many years. **Better alum communication about what is unacceptable, and quality advisor recruitment and training is needed.**

--That **young women today need encouragement from alums and advisers to know they possess**



***the power to step into the fray to eradicate hazing.*** The NPC, however, expressed concern over the amount of alcohol today's female undergraduates appear to be consuming, with some studies showing it is on par with the men.

### **The Advantages of Dry Houses**

A common thread in many of the chapters in the new "Hazing" anthology is that alcohol and other substance abuse clearly contributes to issues such as hazing, sexual assault, fights, deadly roof falls, and property damage that have drawn extensive media coverage in recent decades.

An important contribution to the book is a chapter co-written by Phi Delta Theta authors Bob Biggs and Edward G. Whipple titled "A Fraternity Model: Addressing Campus Alcohol Misuse and Abuse."

Biggs and Whipple wrote that the General Council's decision to adopt alcohol-free housing in 1997 was motivated by the Council's determination "to return the fraternity to its core principles."

While acknowledging that many chapters have resisted change to alcohol-free housing and rival fraternities deride and dismiss dry houses as "Milk and cookies chapters," the authors stress that they have concrete evidence that the Council's decision was correct.

"The resistance issue has and will take time to solve," noted Biggs and Whipple. Nonetheless, there is no going back. ***"Since introducing alcohol-free housing, Phi Delta Theta has experienced an unprecedented increase in alumni support," the authors wrote. "Financial contributions have increased and alumni are donating more time to chapter support, at the same time as insurance claims have decreased significantly."***

Biggs and Whipple stressed that a sober environment reduces risk and helps the student members "become the greatest version of themselves."

### **Eliminating Rogue Chapters**

Yet, sadly and tragically, one of the four pledges who

died in 2017 was Phi Delta Theta's Max Gruver who police say was force-fed 190-proof alcohol as a punishment for wrongly answering inane questions put to him by members of a now-expelled Louisiana State University chapter.

Likewise, the death of Beta Theta Pi pledge Tim Piazza occurred in a chapter that not only was an elite "Men of Principle" group but also, according to Penn State Vice President for Student Affairs Damon Sims, speaking at the NPC think tank, a chapter that was in line to receive a prestigious award for "overall excellence."

What gets hammered home with emphasis in many of the chapters I personally have written for the "Hazing" anthology is that ***universities and fraternal groups alike need to declare all-out war on the aptly named rogue or renegade chapters that make up a significant number of the fraternal deaths that occurred 1961-2017*** according to my research.

Simply stated, there are two kinds of groups that meet the description of rogue chapters. The first would be local groups that a host university regards as pests and often finds it hard to dissuade first-year males from joining. (Rogue sororities exist but compared to men's rogue chapters occur in insignificant numbers). These deadly chapters have carried out hazing and substance abuse tantamount to torture that resulted in the killings of Walter Dean Jennings at Plattsburgh State and Matt Carrington at Chico State—both from destroying their body chemistry swilling gallons upon gallons of water.

Then there are the chapters once recognized by national fraternities that have had their charters taken away for previous policy violations yet continue to function and to pledge members illicitly. These are often hard-core hazing chapters that indulge in alcohol and other substance abuse. A classic example is the death of Brian Gillis – allegedly slipped the drug GHB in Gatorade – at a shuttered but still operating Sigma Chi chapter at Cal Poly that put out a recruiting table on campus according to activist mother Patty Gillis in a March 2018 phone call with me.

What needs to happen, notes PUSH co-founder Debbie Smith, the mother of Matt Carrington, is ***a united front of school officials, recognized fraternities,***

***concerned parents and current undergraduates who are determined to identify and expel both types of illicit fraternal chapters.***

### **Characteristics of Hazing Chapters**

In the current "Hazing" book, I have contributed investigative journalism on a number of ill-fated pledge deaths. Forty years ago, in a seminal article for "Human Behavior" magazine, I had written that pledging could still be a part of fraternal new member education. The best science of our time and overwhelming anecdotal evidence demonstrates that all too often the undergraduate chapter models see pledging *as* hazing.

***In the interest of preserving lives but also preserving the lifelong satisfactions associated with Greek membership, I have concluded that all groups need to phase out pledging and induct new members one to ten days after a bid is offered.***

As I wrote in a chapter for "Hazing" on the death of the first fraternity pledge from hazing at Cornell in 1873, there were unmistakable circumstances present in the well over 200 hazing deaths since then. As with most hazing incidents, when a death occurs, both reckless disregard and the absence of common sense are to blame.

Worse, the 1873 death of Mortimer Leggett in a Kappa Alpha Society walkabout in the dark without torches in gorge country was repeated exactly in 1899 when the same chapter conducted a similar "traditional" drop-off in the country that led to the drowning death of a disoriented pledge named Edward Fairchild Berkeley.

In both cases, a coroner's jury of Ithaca, New York male business leaders made up of many with Cornell connections ended up calling both KAS deaths accidental—resulting in strong media criticism of "rigged" results at the time. Without ***real consequences for hazing including member and chapter expulsions, criminal convictions (when warranted) and public disclosure of hazing case outcomes (so the community knows it was taken seriously)***, students will continue to believe that what

they are doing is not really a problem when even serious injuries and deaths can be written off as "accidents."

My conclusion is exactly the same as a recommendation from NPC following its summit. ***"Shutting down and starting over fresh can be more efficient and effective than trying to change culture with bad behaviors continuing all around,"*** the NPC panel concluded. Unfortunately, some nationals drag their heels when it becomes clear a chartered chapter must be axed.

"Universities feel they have to take control if no one else is willing," the panel noted. "The risky behaviors are always part of the university's reputational risk. Some universities are asking, 'Are fraternities/sororities a value to the institution?'"

### **The Need for Transparency**

Significantly, one of the more powerful chapters in my anthology is a scathing piece by attorney Douglas Fierberg titled "A Need for Transparency: Parents and Students Must make Informed Decisions About Greek-Life Risks."

Fierberg begins by stating that too many colleges have guides to Greek Life directed at potential members and their parents that in his judgment border on fraudulent with their claims.

"The confirmed dangers of fraternities are a pervasive, nationwide problem that universities and colleges have purportedly spent years trying to address," wrote Fierberg. "Yet, despite the growing public cognizance of the horrors of fraternity life, universities rarely, if ever, disclose the truth behind their own Greek systems, choosing instead to shamelessly promote an infrastructure that has caused decades of harm to their students."

Among Fierberg's recommendations are ***urging schools to disclose all hazing, alcohol violations and sexual assault and harassment cases on university web pages.*** He wants parent and

recruiting materials to expose the possible dangers associated with chapters.

### Additional Anti-Hazing Measures

In my book "Hazing," there are other chapters by professionals recommending specific actions and reforms that can improve Greek Life and safety.

--One longtime Greek professional has a chapter noting how to **organize a meaningful hazing-prevention task force**.

--Author James F. Keenan, S.J., suggests that **faculty have abdicated their responsibility toward student groups and need to get involved once again**.

--Nationally known school law attorney Peter F. Lake proposes his theory that colleges historically facilitated and operationalized hazing, and suggests that awareness and a reordering of student life priorities is needed to change that paradigm. "It's going to take some real hard business work to get us to flip the polarities nationally to get us more focused on prevention and less on reaction," he says.

--Band expert Malinda Matney **recommends ways and means to eliminate hazing in bands and choral groups**.

--Greek professionals Gina Lee-Olukoya and Ashley Stone contribute hard-hitting essays based on interviews with hazers and the hazed alike in African-American fraternities and sororities. Both conclude that Greek life has a place to make minority students feel more at home on campuses, and that there is a need for much more dialog to get students to accept membership devoid of physical abuse.

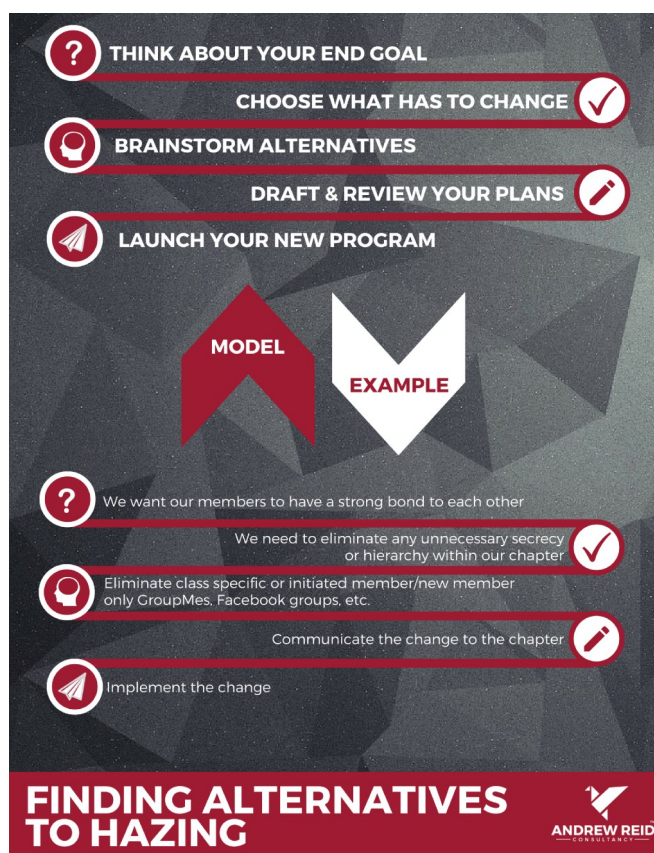
--Attorneys Brian Crow, Susan P. Stuart, Colleen McGlone and university dean Norm Pollard provide **a primer into the best information on state and proposed federal hazing legislation**.

Finally, Tracy Maxwell and University of Maine educator Elizabeth J. Allan provide thoughtful, informative essays on the connections of gender to hazing.

Concludes Maxwell: "**Using a leadership style that is more traditionally feminine will bring multiple collaborators together to effect positive change**. In particular, women on our campuses have to embrace their ability to influence others to make choices that are community-enhancing instead of community-destroying. Every individual should be safe and free to learn. Empowering and supporting through our collective energy toward a stronger community will make for real, lasting, and positive change.

That change can and will defeat the practice of hazing."

**Hank Nuwer** is professor of journalism at Franklin College in Indiana. He was a member of the first HazingPrevention.Org Board of Directors. He started the Hazing Collection for scholars at Buffalo State College's Butler Library and compiles the only online database of hazing deaths. He has published four books about hazing.



## LEARN WHAT HAZING IS

Familiarize yourself with the definition of hazing:

HAZING is any action taken or any situation created intentionally that causes embarrassment, harassment or ridicule and risks emotional and/or physical harm to members of a group or team, whether new or not, regardless of the person's willingness to participate.

- Take responsibility when you see it occurring or when it happens to you
- Speak up and report immediately – you may save a life!
- Make others aware of what hazing is and their responsibility for preventing it – hazing prevention is everyone's responsibility.

## FAMILIARIZE YOURSELF WITH LOCAL POLICIES AND LAWS

Every school, national organization, athletic department and work-place has some sort of anti-hazing policy, and most, a procedure for reporting violations of that policy. Make sure you know what those policies are and be prepared to use the reporting process if necessary.

Nearly every state in the U.S. has laws against hazing as well, which means it's a misdemeanor or felony that should be reported to law enforcement. You can find state laws on the [interactive map](#) on our website.

## Did You Know?

- Hazing occurs in sports teams, clubs, Greek life, cheerleading, honor societies and more
- Hazing is often about power and control. Hazing does not build unity
- More than 79% of NCAA athletes report coming to college with a prior hazing experience from high school or middle school.
- A significant number of hazing incidents and deaths involve alcohol consumption
- Students are more likely to be hazed if they knew an adult who was hazed
- Two in five students say they are aware of hazing taking place on their school or campus
- Hazing occurs in middle schools, high schools and colleges
- Both male and female students report a high level of hazing



# Escaping Hazing

Chad Ellsworth, Capped Coaching

This is an excerpt from  
Chad Ellsworth's  
forthcoming book:

*Building up without  
tearing down: How to  
cultivate heroic  
leadership in you and  
your organization*



"Do not believe in anything simply because you have heard it. Do not believe in anything simply because it is spoken and rumored by many... Do not believe in traditions because they have been handed down for many generations. But after observation and analysis, when you find that anything agrees with reason and is conducive to the good and benefit of one and all, then accept it and live up to it."

-Buddha

In the previous chapter, we identified five common defenses for hazing: A combination of a desire for bonding, for instilling discipline, an opportunity to prove one's self, demonstrating respect for the organization, and a mechanism for ensuring that only the best become members of our organizations.

On the surface, are any of those five defenses evil or harmful in and of themselves? No. In fact, each of those motivations are natural and neutral, that is, neither positive nor negative. These motivations also are present through historical and traditional rites of passage.

The basic components of a rite of passage include: separation, initiation, and return. We can find these same components in the stories and mythologies we share.

For example, in the *Harry Potter* book series, Harry learns he is a wizard and leaves the Dursleys, he

undergoes an initiation into the wizarding world and its unique threats at Hogwarts School of Witchcraft and Wizardry, and then returns to the Dursleys each summer.

In a second example from the *Wizard of Oz*, Dorothy is separated from her home in Kansas, comes face to face with her own doubts and insecurities in the Land of Oz, and finally learns that she already possesses the power to return to her home.

It is no coincidence that formal rites of passage follow this very same formula.

In the separation phase of traditional rites of passage, initiates are oftentimes physically removed from their families, their homes, and their normal roles. This is a signal to the community and to the initiates themselves that they are going through a period of transformation.

When used in hazing organizations, the separation phase is oftentimes accomplished by limiting contact with non-members, as well as by using special roles and rules exclusively for new members.

All too often, this separation is used as a weapon against the new members and as a shield for the hazing organization, rather than as an incubator that facilitates the growth and transformation of the new member.

Then, as initiates enter the initiation phase of a traditional rite of passage, the initiates go through emotional, physical, and psychological challenges. The point of the challenge is not to punish or tear down the initiates, but rather to provide an opportunity for the initiates to grow themselves to new levels and rise.

When we examine the initiation phase in hazing organizations, too often the new members are harassed, ridiculed, and subjugated by the older members, and the challenges presented to them often include activities that are illegal or violent, having little or no connection to the purpose of the organization they are joining.

Why is a clear purpose imperative to a productive and successful rite of passage?

As initiates reach the end of the initiation phase and prepare for their return, having exhausted themselves in that process, they will reflect on what that experience means for them and their future. This is the threshold between the initiation and the return.

In productive and successful rites of passage, the challenges presented in the initiation phase are others-centered and purposeful. The rites prepare the new member to care and provide for others, rather than merely “making it through” punishment and subjugation. The answer about the larger meaning of a productive rite of passage is self-evident, and that larger purpose is embraced by the initiate.

But, in hazing organizations, the answer about the larger meaning of the experience is absent, or muddled, at best, resulting in cognitive dissonance. In the absence of that purpose, their minds will determine that the experience itself is the larger purpose, a phenomenon that psychologists call the “justification of effort,” which then perpetuates a culture of hazing that counters and undermines the larger purpose of the organization. Hazing effectively substitutes for the organization’s and the ritual’s true purpose.

During the return phase of traditional rites of passage, new members are wholly accepted as full members because they have proven they possess the skills and values necessary to serve in the roles of the elders and protectors of their communities.

In hazing organizations, new members are accepted as full members simply by virtue of “making it through” or surviving a series of tasks that are disconnected from the larger purpose of the organization. The possession of this new identity as full members also confers on the new members the duty to continue the hazing tradition.

In examining the execution of these three phases of rites of passage, to say that hazing organizations follow these phases is akin to completing a painting by number and calling yourself an artist.

While hazing processes possess the basic outline of productive and successful rites of passage, they lack the details and development-focused delivery that

make true rites of passage successful in building better people.

The focus in hazing organizations is on tearing down, rather than building up. In his book, *Adam’s Return*, Richard Rohr outlines the five right ways to do rites of passage.

When have you had a transformational experience? At its core, a transformative experience is a self-upgrade. In the beginning, an idea or a skill is not part of who you are. Afterward, however, that idea or skill becomes a part of who you are. You have been transformed through the experience.

## **STRENGTH THROUGH STRUGGLE**

Allow me to be clear: If you hurt people during an initiation or rite of passage, you are doing it all wrong. But, that does not mean that the experience cannot be challenging. At the end of the experience, the initiates should be exhausted from their labor, but that labor must serve a larger purpose.

As adolescents become adults, it is important that they learn how to do things that are emotionally and/or physically demanding. For example, children occasionally allow emotions such as anger or fear to drive them to fight. However, as adults, one of our most important developmental tasks is to learn to control and direct our emotions, and to fight at the most opportune times and only for those things worth fighting for. Abraham Maslow referred to this developmental task as “managing one’s emotions.”

## **STRENGTH THROUGH SERVICE**

The second developmental task present in rites of passage is to develop mature interpersonal relationships, characterized by a freedom from focusing only on ourselves, as well as a shift from dependence or dominance toward interdependence between equals.

We, as human beings, are first and foremost social beings.

If we fail to have meaningful, purposeful relationships

in concert with others, we fail to live up to our purpose as social beings.

If we cannot respect others, we cannot respect ourselves.

If we cannot demonstrate our compassion and guidance for the initiates in our care, we cannot provide them with an effective rite of passage.

In our world, it is all too common and easy to find faults, to knock others down, or to respond with a sarcastic or superficial thought. Reactions like these take so little effort that we can spout them without even thinking about them.

On the other hand, it is challenging to give from our strength, to lift others up, and to reach deep inside ourselves to offer others the depth, encouragement, and support they need.

Our world is dominated by leaders who would prefer to win at all costs, rather than to find a common ground and a shared purpose with their ideological opponents. Is it any wonder that the rest of us cannot find the courage and strength to believe in others?

## **STRENGTH THROUGH SACRIFICE**

The third principle builds on the idea of becoming others-centered and gaining "strength through support." When we connect in meaningful and purposeful ways with others, we take the next step by becoming responsible for someone or for something else.

One of the defining characteristics of assuming a leadership role, whether in your community, in your organization, or even in your own family, is becoming responsible for others, whether children, partners, or our own parents. To put it a different way, if everything you do is for you, how does your purpose differ from a newborn who seeks to fulfill only their own needs, regardless of the impact on others.

This principle reflects the developmental task of developing purpose. In short, there is a level of responsibility and self-discipline that comes when you realize that somebody else is counting on you.

Ask yourself:

How would our world be different if others looked at us and saw our greatest potential?

How would the world be different if we looked at others and gave of ourselves so they could reach their greatest potential?

## **STRENGTH THROUGH SUPPORT**

In a contemporary rite of passage, it is not only necessary for you to learn to listen, learn from, and honor others with authority or experience, but also to align your journey with the learnings of others.

In productive and successful rites of passage, mentors guide initiates, equipping them with the physical and psychological tools to continue and to complete their journeys. The initiates honor and respect the mentors and the insights they share, but ultimately align those lessons with the initiates' own unique journeys.

By aligning your authority, you can handle criticism and feedback from others, having developed the skill of articulating and solidifying one's own values, part of Maslow's developmental task of establishing identity.

## **STRENGTH IS SHOWN**

The fifth and final component is illustrated by a quote by Friedrich Nietzsche, "The snake that cannot shed its skin perishes."

This does not, of course, refer to a physical death, but a transformation. In the final stage of the initiation, the initiate experiences a symbolic death, and a new adult emerges.

We understand that through the challenges, frustrations, setbacks, or triumphs that we traverse, we develop, we grow, and we become stronger. When we break through and succeed despite those obstacles, we are in fact building skills and a new sense of self that we can call upon again in the future. In this way, this principle parallels Maslow's developmental task of developing integrity.

## **HAZING OFFERS NO MIDDLE GROUND**

An awful lot of people are asking an awful lot of hard

questions in the aftermath of an increasing number of hazing-related deaths, and Timothy Piazza's death on February 4, 2017, at the Beta Theta Pi fraternity house at Pennsylvania State University, in particular, has shaken a lot of people's assumptions about protecting people from such tragedies.

The alumni, the chapter, the university, etc. employed every best practice in the hazing prevention playbook: Alcohol-free housing? Check. Live-in advisor? Check. Excellent educational programs? Check. Security cameras? Check.

But those measures were not enough, and it was not even close. If it were possible to create a physical environment that was hazing-proof, you could not imagine one much stronger than the one at the Beta Theta Pi fraternity house at Penn State.

Environments are not enough. We need individuals and organizations who are empowered to confront hazing and cultivate leadership.

In a letter released May 12, 2017 by the North-American Interfraternity Conference, Judson Horras, NIC President & CEO, outlined a combustible environment that exists in every hazing organization on any campus:

- Existence of dangerous traditions
- History of substance abuse and hazing in high school
- Proliferation of media glorifying substance abuse and hazing
- Self-preservation in the threat of severe consequences
- Technology that disrupts traditional forms of authority and accountability
- Culture of instant gratification and self-indulgence
- Lack of openness and transparency

There are no easy answers here.

There is only resolve.

We resolve to create meaningful, positive, and yet challenging, rites of passage. We have the power and

the responsibility to instill the courage, skills, and strength that not only protect our members and organizations, but also power the future of our communities and organizations in increasingly fragmented and turbulent times.

## SUMMARY

Hazing fails to connect participants to the larger meaning of the experience that is essential for successful rites of passage. In the absence of that purpose, the experience of hazing itself becomes the larger purpose, effectively replacing the organization's true purpose.

To find success in this fight for the soul of our organizations, we not only need environmental, social, and systemic solutions, but also courageous individuals and groups with the conviction, integrity and will to lead the way.

***Chad Ellsworth*** is a board-certified Coach through his company *Caped Coaching* ([capedcoaching.com](http://capedcoaching.com)). *Chad believes there is a hero in all of us, and by stepping out of our average, ordinary lives, any of us can have an extraordinary impact on our world. He is also a Career Coach in the Undergraduate Business Career Center at the Carlson School of Management at the University of Minnesota. He formerly served as President of the Board of Directors for HazingPrevention.Org.*



# What is National HAZING Prevention Week?

**National Hazing Prevention Week (NHPW)** is an opportunity for campuses, schools, organizations and communities to not only raise awareness, but to begin the conversation surrounding how to actively prevent hazing.

This week can be used as an avenue to highlight year round initiatives that your campus, school, organization or community has implemented to fight hazing. It can also be an opportunity for your community to engage in deeper level conversations surrounding anti-hazing initiatives. NHPW is organized by HazingPrevention.Org, whose mission is to empower people to prevent hazing.

Simply observing National Hazing Prevention Week in your community is not the solution to eradicating hazing. This week should be one part of an overall, year round, hazing prevention plan in your community.



## When is NHPW?

National Hazing Prevention Week (NHPW) is commonly observed during the last full week of September each year, but you can choose any week that works best for your communities' calendar. A good time is right before or during initiations into clubs or new sports teams. Some schools arrange NHPW activities earlier in September and some the first week in January. Choose the time that is right for you! We make sure that we do not print dates on any of our posters or materials so that you may customize them for your needs.

## How can my community prepare for National Hazing Prevention Week?

1. Download your FREE Resource Guide at [hazingprevention.org/home/prevention/national-hazing-prevention-week/](http://hazingprevention.org/home/prevention/national-hazing-prevention-week/)
2. Select a committee of stakeholders to work on planning for the week's events
3. Reserve rooms, speakers, etc. for your events
4. Order your NHPW supplies at [hazingprevention.org/store/](http://hazingprevention.org/store/)
5. Work with school administrators, newspaper editors and local media to promote your events.
6. Take pictures and post to social media. Use hashtag #NHPW18



**NATIONAL HAZING PREVENTION WEEK KITS are available in our online store!**

# JOIN US FOR OUR 40-DAY TWITTER CAMPAIGN USING HASHTAG

## #40ACTIONS

**BEGINS AUGUST 15, 2018!**

*"Knowing is not enough, we must apply. Willing is not enough, we must do." -Bruce Lee*



Each of us can play a role in changing the culture of our community. When hazing is happening, it's easy to feel stuck or paralyzed with uncertainty about how we stop what's happening around us. For the 40 days leading up to National Hazing Prevention Week, this year, we'll be posting one reason each day why individuals wouldn't step in and take action to prevent hazing. Share your responses each day including the **#40Actions** hashtag and help others learn how to take an active role in addressing a

hazing culture. It can be easy to talk the talk, but are you ready to walk the walk?

Participation is easy! Follow **@PreventHazing** on Twitter to see the excuse for each day, and share how you would take action. All tweeted responses should include the **#40Actions** hashtag, so the conversation can be easily followed.

**#NHPW18**



## WAYS TO PROMOTE YOUR NHPW EVENTS

*Here are some ideas that you can use in promoting your event to your local community:*

- Develop a list of media outlets (newspaper, radio and television) on your campus and in your community. Send news releases to them. Send the HazingPrevention.Org public service announcements (PSAs) to radio and TV stations (see [RESOURCES TAB](#)). The media relations professional on your campus or in your organization will be a useful resource for you. National Hazing Prevention Week is a positive event undertaken by students and staff on your campus or in your organization, so make sure your efforts get the attention they deserve!
- Contact your student affairs department, your student government, school clubs and teams, and invite them to participate in your events. Ask each group to assign a leader to represent that group, club or team in events. Hold contests to see who has the best participation!
- Contact the local mayor's office, city council and other elected state and federal officials and ask them to issue proclamations recognizing NHPW and your school observance.
- Use social media, including Facebook, Twitter, Instagram and others to let people know what you're doing to observe NHPW. Use the hashtags #NHPW18 and in your correspondence.
- The [official poster](#) for NHPW 2018 is available for free downloading, customizing and printing at:

**And don't forget to order your NHPW gear, bracelets, pins, posters and information kits from our [HPO ONLINE STORE](#) right away so you have them in time!**

# #NHPW18

## HANK NUWER ANTI-HAZING HERO AWARD

Do you know someone who has been heroic enough to expose hazing, speak out against it, or in some way worked to combat this dangerous practice? Then nominate them for the Hank Nuwer Anti-Hazing Hero Award.

Nominations for the 2018 Awards are now closed and the winners will be announced summer 2018.

Be sure to check our website for a listing of all our past winners and look for announcements on our social media channels!



## CONGRATULATIONS TO OUR 2017 HEROES!

Michelle Guobadia

Mark Teixeira

Monica Youngblood

Our 2017 Awards were made possible with the support of:

- Phi Delta Theta Fraternity
- Fraternal Law Partners
- Hank Nuwer



**Thank you for your support!**

**PHI DELTA THETA**  
*Become the greatest version of yourself*



# NATIONAL HAZING PREVENTION WEEK

## 2018 POSTER DESIGN

**FIRST PLACE WINNER** – Latoinette Wright

Congratulations to our winning 2018 poster, which is the official poster for #NHPW18! Ms. Latoinette Wright is a junior at Texas Christian University in Fort Worth, Texas. She is majoring in Strategic Communication and minoring in General Business.

[CLICK HERE](#) to download the official 2018 poster for free! You can use the space at the bottom to add your event dates, locations and times.

**FIRST PLACE:** Latoinette Wright



**prevent.zone**  
Alivetek

# Fundraising in a Box

#NHPW18



Use our fundraising kits in your community to raise funds for hazing prevention. Everything you need to begin your successful fundraiser is included. Have fun and do good at the same time!

## These Hands Don't Haze

Use our popular These Hands Don't Haze theme to create a memorable event on your campus. Our kit includes posters, badges, and forms to get you started!

**[Click here for your kit!](#)**



## Hazing is Nuts!

Go nuts for hazing prevention by offering a variety of nut related giftbags and goodies. Great fall activity.

**[Click here for your kit!](#)**

## Donut Haze!

Everybody loves donuts. Our kit makes your hazing prevention fundraiser easy!

**[Click here for your kit!](#)**



## Hazing-Free Zone Restaurant Days

Many local restaurants offer discounts for your reserved day. Our handy kit helps you find a local restaurant and provide everything you need.

**[Click here for your kit!](#)**

# A Military Concept Applicable to Greek Life Chapter Housing – The Chapter Duty Officer

**By Stephen Bloomer, Senior Vice-President of  
the Phi Delta Theta Foundation**



[Audience:  
National  
Fraternities/Local  
Fraternity  
Chapters]

*The Wall Street  
Journal, The New  
York Times, The  
Atlantic and  
several other*

prominent publications have reported on college undergraduates misbehaving under the banner of their fraternal organization. Much to the dismay of university and college administrations, their national headquarters, and institutional alumni, sometimes the results of this misconduct are lethal.

## **The Staff Duty Officer Role**

The concept of a Staff Duty Officer (SDO) was developed by the United States military to serve as a deterrent against peers or subordinates who may have bad intentions towards organizational property, members or potential members. A prerequisite of this role is that he/she is a trained and responsible leader with the fortitude to intervene early when members of the organization step out of line.

A Staff Duty Officer is typically assigned a twenty-four-hour shift during which the SDO is entrusted with the safety and welfare of a certain number of soldiers and a good amount of property. This would include

members of the organization, authorized guests, buildings, adjacent property and everything within and or assigned to that building. An SDO is expected to properly react to all sorts of situations, including medical emergencies, military or civilian police investigations, drunk and/or disorderly soldiers, etc. The SDO also keeps others informed of a quiet evening, or mundane actions taken during his or her shift. The SDO has contact information for third party partners who can provide assistance in any circumstance. This may include, but would not be limited too; the chain of command, area hospitals, mental health professionals, local security, building and grounds key control personnel, area shelters, local police and fire & rescue personnel, the public affairs officer, etc.

If we want to change the national conversation about fraternities and sororities and change the misconception that fraternities relish their elitist drinking club image, then we need to purposefully train our members to adhere to a positive code of conduct, teach them how we deter others from breaching the code of conduct, and strategically equip trained and ready leaders available to intervene at the hint of impropriety. Risk Management positions and policies have been in place for a number of years with the aim of doing just that. So why haven't they, and how can we insure that those entrusted with a leadership role, such as those that currently exist or the new one being proposed here, will adhere to policy and guide others in doing the same?

As a staff member of a fraternal organization, I firmly attest to the fact that the highest majority of Greek life organizations promote a lifetime of learning, leadership, fellowship, selflessness, community service and philanthropy. These characteristics are highly sought by university and college administrators, potential employers, community leaders, and families. Why is it then that Greek organization relevancy and viability is being questioned? Why do many people see these organizations as a relic of the past on college campuses, and a sanctuary of the entitled and the privileged?

Research suggests that a vertical hierarchy that gives one individual absolute power over another with little supervision creates negative conditions that can spiral out of control. An active chapter advisory board helps, as does standardized training for members about the dangers of hazing or other forms of bad behavior. However, when member accountability comes from within the organization, a positive and proactive approach for deterrence can be established.

### **IS THIS STANDARD OPERATING PROCEDURE RIGHT FOR YOUR FRATERNITY OR CHAPTER?**

#### **A QUICK CHECK:**

- a. Is the course of action Suitable to your chapter?
- b. Is this course of action Acceptable to your membership?
- c. Is this course of action Feasible to implement?
- d. Is this course of action Sustainable over time and change in leadership?
- e. Can the course of action be successfully resourced?

### **Advising**

A complete and strong complement of advisors (faculty, alum and community members alike) to effectively guide and mentor chapter officers is a first line of defense. Insuring they are well-trained, involved and available to student leaders is key to their success.

Another resource for watching for misconduct and stopping it at its beginnings is the live-in chapter advisor. Possible scenarios that make this concept plausible include (1) on larger campuses, a live-in advisor may be graduate student or a young alum of the chapter; (2) a live-in advisor can be a community person who has had a solid life experience, a positive reputation, and a strong desire to serve others

through an in-house advisor experience; (3) a live-in advisor role could be a natural progression for young leadership consultants who have been immersed in chapter service operations for several years and who have demonstrated sound chapter leadership skills during their undergraduate years. Unfortunately, the quantity of leadership consultants is disproportionate to the many chapters on the national landscape of higher education that require this role. Cost, living space, graduate school options, maturity and sustainability are several drawbacks of this option as well, but finding ways to overcome these barriers could pay large dividends.

### **Proposing the Chapter Duty Officer**

In an answer to some drawbacks and costs of a live-in advisor program, I suggest that the role of the military Staff Duty Officer, and its critical function, correlate very specifically to address college fraternities, and the lingering and unchecked culture of alcohol abuse and/or hazing at many university and college campuses.

The Chapter Duty Officer (CDO) would be a rotating assignment for elected executive committee officers of the chapter. Chapter executive committee members usually number between five and eight officers. A CDO rotation of one executive officer per week, Sunday through Saturday, creates better continuity than a daily rotation. The CDO is in effect much like a head resident or resident assistant of a dormitory or resident hall.

The CDO would be trained in bystander intervention and understand all of the responsibilities of the task. The CDO would become familiar with the CDO binder that would include standard procedures for contacting campus student life officials, mental health professionals, local hospitals or other first responders, campus security, buildings and grounds personnel, or other important points of contact.

The CDO would know which chapter members were out of the area, who was visiting the house, what campus and chapter events were scheduled for the



week, and who would relieve him or her from their duty the following Sunday morning. The CDO is an elected, trained, and respected peer who would represent a first line deterrence against members of the chapter and guests who might consider violating the chapter's code of conduct. If deterrence fails, the CDO is a ready and responsible member of the chapter executive team who can take positive action to mitigate most situations before tragedy occurs.

Health and safety initiatives, bystander intervention training, and developing a culture of personal courage will only make a difference when those who have the training, skills and the motivation to intervene are present or readily available at the critical point.

To emphasize, if we want to change the national conversation about fraternities and push back on the idea that fraternities are dangerous and irrelevant, then we must more effectively motivate and train our members to adhere to a positive code of conduct, teach them how to deter others from breaching that code, and if all else fails, give them the power, skills, and authority to intervene to prevent a tragedy.

**Stephen M. Bloomer** currently serves as the Senior Vice President of the Phi Delta Theta Foundation in Oxford, Ohio. Prior to that Steve was assigned as the Vice President of Development and College Relations at Monmouth College in Monmouth, Illinois and a career officer in the United States Army Combat Engineers.

*I would like to thank Ms. Tracy Maxwell and my colleagues Steve Good, Kelly Derickson and Clay Coleman for their thoughtful contributions and edits.*

### **Learning Values and Challenging Misconceptions – Prevention Guidelines for Fraternities and Sororities; EVERFI Authors Helen Stubbs, Alan Berkowitz, and Rob Buelow**

- **Heavy-episodic and problematic drinking rates among first year Greeks persist at double the rate of all first-year students**
- **Hazing feeds on the need for individuals to belong to a group, and their fear of being rejected by it.**
- **2% of male students in the general population indicated that they had perpetrated sexual violence compared to 13% of fraternity men.**

— EverFi survey of 200,000 participating students

Fraternity and sorority members feel stereotyped and unappreciated for what they do, which in turn fosters an adversarial, defensive, circle the wagons mentality that makes outside intervention to address high-risk behavior all the more difficult.

These paradoxes offer an opportunity for chapters and organizations to leverage the positive and healthy attitudes within their ranks.



CAMPUS COMMANDOS IS A PROUD SUPPORTER OF

NATIONAL

# HAZING PREVENTION WEEK

WE PAID OVER \$700K TO COLLEGE STUDENTS LAST YEAR

We help with **communication**, **fundraising** and **manageable job opportunities**.

1

## COMMUNICATION

Speak to your local chapters / students nationwide in an efficient and organized way **in minutes**.

2

## FUNDRAISING

We **paid over \$700,000** to college students last year to help with their various events.

3

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We offer job opportunities that are **manageable**. Students earn money to help pay chapter dues.

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“

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“A great, easy, quick way to make money! I even got a task where I **made \$400** and was able to pay for a lot of my spring break trip with the money.”

NORA

North Carolina State University at Raleigh

”

### QUESTIONS?

[GoCommandoApp.com](#)  
[CampusCommandos.com](#)

SEARCH GO COMMANDO APP



# How Hazing Can Increase the Likelihood of Mental Health Issues and Can Even Lead to Suicide

Dennis Gillan, International Speaker on Mental Health and Suicide Prevention

I will never forget her words. I had just spoken at a national convention for a wonderful Greek organization and as I packed up my bag to leave the hall I noticed a line of people waiting to speak to



me, and it caught me off guard. I'm just a guy talking about mental health, why would someone want to stay after and speak with me? I have since found that this happens all the time and here is why: when you reveal your own vulnerabilities, people get comfortable and want to tell you theirs as well. I now allocate time after my talks to stay and chat until the last audience member is heard. She told me some of the things she was dealing with, and then said this: "My sorority has been a great source of support, but my sorority has also been a great source of stress." Ouch. Her sisters can be a great source of stress, often non-intentional, but she said it, and I will never forget it.

## Brain Development & Stress

Stress is not good for us humans----thank you Captain Obvious---and stress is really bad for our brains. Martin Teicher, MD, PhD of Harvard has scientifically proven that while our brains are developing, stress can physically change certain portions of it. I am not a scientist, but I did find this on the Googler:

*Researcher Martin Teicher and his team studied young adults, ages 18 to 25. These young men and women had no experience with domestic violence, sexual*

*abuse or physical abuse by their parents.*

*The researchers asked the young people to rate their childhood exposure to verbal abuse from both parents and other children. Then the researchers performed imaging tests on the brains of the subjects.*

*The images showed that the individuals who reported suffering verbal abuse from their **peers** in middle school had underdeveloped connections between the left and right side of the brain.*

*The two sides of the brain are connected by a large bundle of connecting fibers called the corpus callosum. This was the area that was underdeveloped.*

Source: <https://learningenglish.voanews.com/a/health-and-lifestyle-unkind-words-hurt-the-brain/3491496.html>

Hold on there mister, this study was in middle schoolers. That must mean that this does not pertain to high schoolers or college students. WRONG. It is widely debated as to which age the brain is considered "fully mature" or developed. In the past, many experts believed that the brain may have been done developing in the mid to late teens. Then along came some evidence to suggest that development may last until at least age 20. These days, a consensus of neuroscientists agree that brain development likely persists until *at least* the mid-20s – possibly until the 30s. To be safe, let's assume the brain is always developing, so let's all keep our words nice and soft in case we have to eat them.

## How Hazing Impacts Mental Health

While doing this research I kept coming back to one aspect of school life that needs to go away and that is hazing. The definition of hazing is this: any action taken or any situation created intentionally that causes embarrassment, harassment or ridicule and risks emotional and/or physical harm to members of a group or team, whether new or not, regardless of the person's willingness to participate. Got it? Good now follow me here, my basic premise is this----hazing causes tremendous amounts of stress---stress is not good for the brain and could lead to depression. Depression is bad and could lead to suicide, and trust me, I know what a suicide can do to a family. I lost

two brothers to suicide. You're going to have to trust me on this one. I KNOW!

The good folks at HazingPrevention.org have a theme they have used to raise awareness about hazing: These Hands Don't Haze. I would like to add one addendum to this phrase: **These hands don't haze, nor do these lips.** You see, I know that the hazing that gets the most attention mostly involves physical abuse, but as a mental health advocate, I worry more about what people say to each other and the impact those words can have. Kate Lattey in her book, *Triple Bar*, summed it all up this way: "Because that saying about sticks and stones is a pack of lies. *Unkind words hurt more than anything else.* You end up carrying them around in your head, wondering if they're true. Bruises fade, but self-doubt follows you forever."

### Words Matter

Lisa Ferentz LCSW-C, DAPA, in an article she wrote for Psychology Today states that some of her clients in their 60's and 70's can still recall the exact words and phrases that belittled and hurt them in childhood. (Source: <https://www.psychologytoday.com/blog/healing-trauma-s-wounds/201708/when-words-can-kill>) You can be considered lucky if you carry unkind words around into your elder years as some folks don't make it that far because unkind words can **kill**. We now live in a world where a young girl convinced a young man to die by suicide through a series of relentless texts. The teenaged boy who ultimately killed himself trusted his girlfriend's words: "You'll be better off," "You just have to do it," "No more pushing it off. No more waiting." This event shines an ugly spotlight on how deadly words can be, and they can slowly kill one's spirit. Part of my healing process from the loss of my two brothers was to work the phones on the suicide prevention hotline (800-272-8255) and I would say about 80% of the calls I received were about relationships. Relationships that had turned sour for some reason or another and the flurry of negative words and emotions lead the target person to pick up the phone and call the hotline. Words mean things.

**Many people say they would draw the line at physically being hit in hazing situations, but**

### what if yelling and verbal abuse were equally damaging?

Thank goodness that we live in a world of balance, and in this world where words can kill they can also heal. Think back to a friend or mentor who said a kind thing about you. Yes, we can carry those words into the later stages of our life as well. In my kitchen I have a jar of kind notes from members of my former tennis club. After a tough stretch in my life I announced that I would be moving to a town around two hours away and before I left they all got together and threw a going away party. One of the best gifts I received was a Memory Jar. This jar contains the kind notes people wrote about me, and whenever I am feeling down I go to the jar for a little pick me up. On dark days that jar is a beacon of light. Compassionate words can heal a fractured psyche. We need more compassionate words.

Back to the article from Psychology Today and Lisa Ferentz. She sums it up this way: Words that are compassionate and non-judgmental have the power to calm, soothe, and re-ground us. They activate our social engagement response, helping us to feel safely connected to other people. This has the effect of reducing fears, anxiety, and a sense of isolation. Words can de-escalate a flight-fight response, enabling us to successfully navigate challenges rather than wildly striking out or fleeing. Loving words of encouragement give us hope, enhance self-esteem, and enable us to take healthy risks in life that allow for ongoing personal and professional growth.

I love the calming nature of words, and if you ever have the chance to see me talk about mental health watch what I do right before I go onstage. I usually find a quiet corner and stand with my palms out and mentally I repeat the word tranquility over and over in my mind in order to calm my brain down and it works! Tranquility, tranquility . . . you see it's even working now.

Ok you made it this far let's bring it full circle. The author, Dennis Gillan, lost two brothers to suicide. Dennis now knows that 90% of all the people who die by suicide have some form of treatable mental illness.

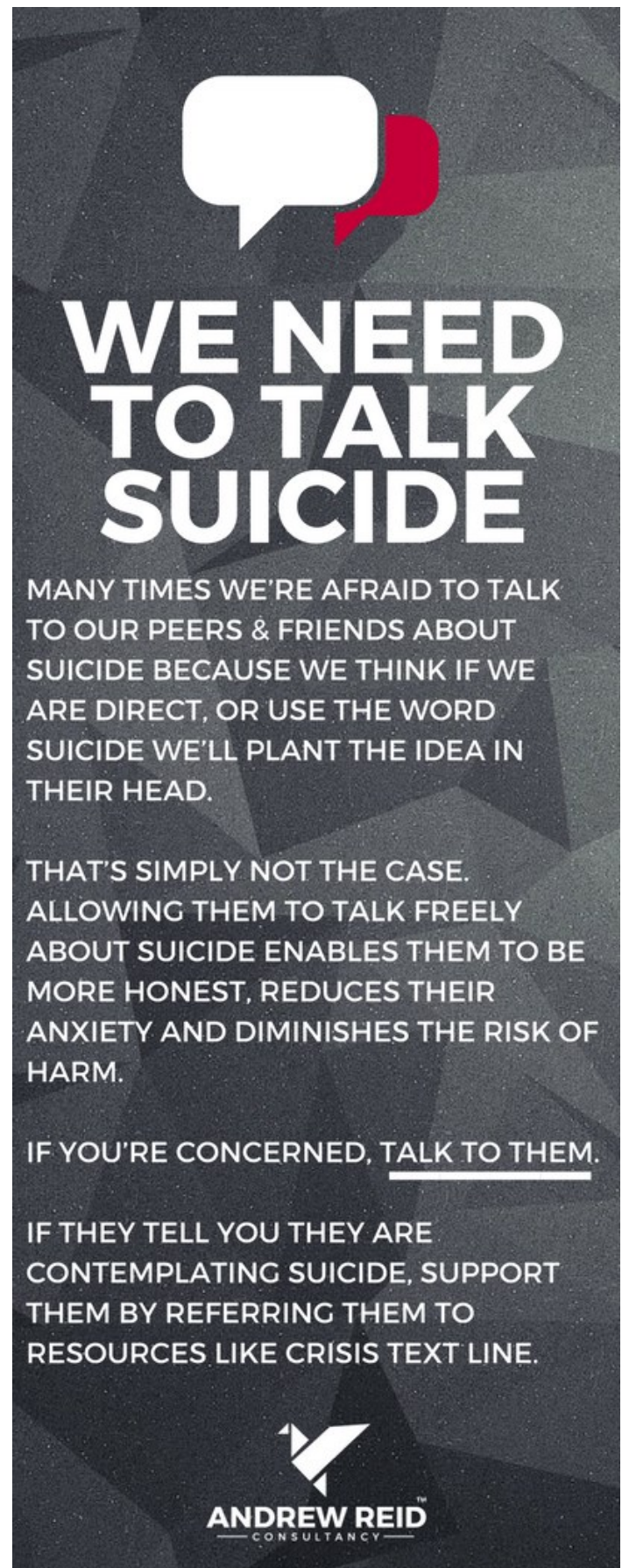


Depression is the most common mental illness and hazing can be stressful and lead to depression or even exacerbate depression that is already there. Hazing can be both physical and mental and mean words can be used to inflict mental stress. These hands don't haze, and nor should your lips. Hope this all makes sense and it basically all boils down to the Golden rule: "Do unto others as you would have them do unto you." There is absolutely no room for hazing in the golden rule. Peace out!

**Dennis Gillan** is an international speaker on the subject of mental health and suicide prevention. He has turned the experience of losing two brothers into a positive message about living without the stigma associated with mental illness. He is based out of Greenville, SC and he can be reached at [dennis@dennisgillan.com](mailto:dennis@dennisgillan.com) and his website is [www.dennisgillan.com](http://www.dennisgillan.com)

It is often difficult to prove that hazing and suicide are related, but there are many cases where there are strongly suspected links such as:

- [workplace hazing in the UK](#)
- U.S. [Marine Corps](#)
- the [Russian military where the hazing is particularly brutal](#)
- A fraternity hazing in [Washington State](#)
- An [Australian university](#) (Australia has recently been in the news for shocking and cruel hazing rituals).



The graphic features a dark background with a geometric pattern. At the top, there are two overlapping speech bubbles, one white and one red. Below them, the text "WE NEED TO TALK SUICIDE" is written in large, bold, white capital letters. Underneath this, in smaller white capital letters, is the text: "MANY TIMES WE'RE AFRAID TO TALK TO OUR PEERS & FRIENDS ABOUT SUICIDE BECAUSE WE THINK IF WE ARE DIRECT, OR USE THE WORD SUICIDE WE'LL PLANT THE IDEA IN THEIR HEAD." This is followed by another line of text: "THAT'S SIMPLY NOT THE CASE. ALLOWING THEM TO TALK FREELY ABOUT SUICIDE ENABLES THEM TO BE MORE HONEST, REDUCES THEIR ANXIETY AND DIMINISHES THE RISK OF HARM." Below this, it says "IF YOU'RE CONCERNED, TALK TO THEM." and then "IF THEY TELL YOU THEY ARE CONTEMPLATING SUICIDE, SUPPORT THEM BY REFERRING THEM TO RESOURCES LIKE CRISIS TEXT LINE." At the bottom right, there is a logo for "ANDREW REID CONSULTANCY" featuring a stylized white bird or arrow pointing upwards and to the right.

**WE NEED TO TALK SUICIDE**

MANY TIMES WE'RE AFRAID TO TALK TO OUR PEERS & FRIENDS ABOUT SUICIDE BECAUSE WE THINK IF WE ARE DIRECT, OR USE THE WORD SUICIDE WE'LL PLANT THE IDEA IN THEIR HEAD.

THAT'S SIMPLY NOT THE CASE. ALLOWING THEM TO TALK FREELY ABOUT SUICIDE ENABLES THEM TO BE MORE HONEST, REDUCES THEIR ANXIETY AND DIMINISHES THE RISK OF HARM.

IF YOU'RE CONCERNED, TALK TO THEM.

IF THEY TELL YOU THEY ARE CONTEMPLATING SUICIDE, SUPPORT THEM BY REFERRING THEM TO RESOURCES LIKE CRISIS TEXT LINE.

**ANDREW REID**  
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# INSTITUTE & ACADEMY™



Gregory Parks



Tim Marchell



Norm Pollard



Mike Dilbeck



Rasheed Ali  
Cromwell Esq



Suzette  
Walden Cole

The HazingPrevention.Org Institute provides participants with a framework for developing a prevention plan that fits their unique situation. As research on hazing advances (albeit slowly), we can more clearly identify the risk and protective factors for hazing behavior. In this two-and-a-half-day program, we will share models for success that have worked on other issues such as drinking and driving and smoking cessation, as well as success stories from practitioners in the field of education.

This program is designed for (and most successful with) an interdisciplinary team. That is why we offer a substantial discount for teams of four or more representing different areas. We recognize that budgets won't always allow for this, and individual participants are also welcome. Students with a passion for hazing prevention are also invited to attend, but this program is not appropriate as a sanction for hazing discipline. This is not an educational experience for individuals about why hazing is wrong. Participants should come already knowing that, and with the determination to develop a plan for preventing it on their campus or within their organization.

Those who complete the curriculum will leave with all the tools for creating a plan of action to prevent hazing.



## WHY ATTEND THE INSTITUTE?

- Easy to digest format
- More time in smaller group settings
- Discussion and community building
- Faculty of experts who actively engage in this work daily

Baton Rouge, Louisiana

June 18-20, 2018





# Introducing New Ways to Engage in Hazing Prevention Year round!

## EDUCATIONAL MEMBERSHIP

Combining the best of our previous campus memberships and our educational packages for organizational partners/organizations this NEW annual membership is ideal for those colleges, campuses and national organizations who are just starting hazing prevention efforts and want to take their plans to a new level. You will have the opportunity to network with other members throughout the year, and receive support for your National Hazing Prevention Week (NHPW) and throughout the year.

### HERE ARE THE BENEFITS

**COST: \$1,000 --- A \$1,275 VALUE!**

- 10% discount off up to three seats to our Hazing Prevention Institute help each year on a college campus. \$200 value
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**[CLICK HERE TO ADD YOUR NAME!](#)**

***I PLEDGE:*** *to prevent hazing before it occurs, stop hazing when I see it happening, report it when I know it has transpired, and help empower others to do the same in their organizations, schools and communities.*

***I JOIN OTHERS TO:***

- Recognize the harm that hazing can cause both physically and psychologically;*
- Condemn the act of hazing on all levels;*
- Admonish those who haze and those who enable hazing through their silence, and;*
- Be an advocate for the prevention of hazing*

If you are reading a printed Guide, please go to <http://hazingprevention.org/home/getinvolved/hazing-prevention-pledge-form/> to add your name to the pledge!

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# Coaches Effect on Hazing and Their Power to Prevent Hazing

**By Kayla Smith, PhD**  
**Candidate at the**  
**University of**  
**Northern Colorado**



## Introduction

Hazing is an issue that can affect many different clubs and groups. There is a large focus on hazing in fraternity and sorority life, but we also need to prevent and address hazing in other areas such as athletics. Hazing has been prevalent in athletics since before the First World War. Athletic hazing can be seen at both the interscholastic and the intercollegiate levels. Hazing also does not discriminate against race, ethnicity, gender, or social economic standing.

## Athletic Hazing

Any student who joins a group is at risk for hazing (Hoover et al., 2000). The mentality that hazing is a requirement of group membership is ubiquitous (Torta & Johnson, 2004). Hazing exists in both academics and social groups and is intended to rid the "old life" out of the new members (Torta & Johnson, 2004). Athletic hazing allows the veterans to show dominance over the new members. Athletics is special in that the coach chooses the team, unlike Greek life where student members are making the decisions, so athlete veterans look for other ways to have "traditions" or make new comers "earn their place" on the team.

Hazing does not discriminate. Although hazing is more likely with males, females also haze (Hoover et al., 2000). Women's sports participants are more likely to use alcohol when hazing their new recruits (Hoover et

al., 2000). Men's sports participants are more likely to use severe and dangerous activities to haze (Allan & DeAngelis, 2004). Hazing has taken place in all sports and has even led to deaths of student-athletes in some extreme cases. Rees (2010) suggested that hazing is simply bullying; the only difference being that the recipients are choosing to join the group thereby tacitly approving both the giving and receiving of the behavior.

## Coaches Behavior Toward Hazing

Numerous coaches have experienced being hazed themselves as student-athletes (Caperchione & Holman, 2004). When a group of coaches were asked if turning a blind eye to hazing was acceptable, they responded that turning a blind eye is a "cowardly act" and they need to enforce their rules and morals against hazing (Caperchione & Holman, 2004, p.102). A majority of coaches also stated that hazing is not a part of being an athlete and should not be done to freshmen or new recruits. Although these coaches do not agree with hazing they all agreed that first year students do have something to prove (Caperchione & Holman, 2004). They also believed that most students gained the respect of their teammates when they completed hazing rituals.

## Coaches Influence on Hazing

The attitudes and behaviors of coaches create a strong impression on their student-athletes (Kowalski & Waldron, 2010). "Quality coaching is a critical element of a successful athletic team; however, coaches too are susceptible to uncritically accepting the power and dominance sport ethic." (Kowalski & Waldron 2010, p. 90) Johnson and Donnelly (2004) suggested that coaches are ignoring hazing and these actions give students the perception that hazing is an acceptable activity, Kowalski and Waldron (2010) also concluded that students' perceptions of hazing is skewed based on the actions of the coach. Johnson and Donnelly (2004) noted that when coaches allow hazing it gives the students the idea that it is an integral part of

teambuilding.

There have been instances of coaches even participating in hazing. Fields et al. p.66 (2010) reported a case that involved a coach sodomizing a student with his fingers while the team was traveling on a bus. The coach told another coach and students who were in attendance that they were not allowed to say anything and that what had happened was fine (Fields et al., 2010). The coach committed a crime punishable by the law, and he also showed his athletes that it was acceptable to use sexual assault as in a misguided attempt at team bonding.

Some students have acknowledged that their coaches encouraged hazing, going so far as to tell athletes whom to haze (Kowalski & Waldron, 2010). Holman (2010) indicated a hockey student-athlete participated in hazing activities at the house of the coach and the club's president's house. Kowalski and Waldron (2010) concluded that coaches can mistake hazing for joking or teasing with teammates. Lipkins (2006) found that 83% of people, not just athletes, felt that coaches could stop hazing incidents. In a study done by Crow and Macintosh, (2009) it was identified that coaches and administrators believe there is a "gray area" for hazing and the definition is not clear and includes activities that they believe to be innocent or not harmful.

### **Coaches as Leaders to Prevent and Stop Hazing**

Coaches are seen as the leaders of a team and are role models for their athletes. That leadership role allows them to set the standard for behavior towards hazing. Coaches need to take advantage of their leadership to prevent and stop it. Coaches that turn a blind eye to hazing activities are condoning the practice, whether they believe it or not. If student-athletes think their coaches accept hazing they will continue to haze. Coaches can prevent hazing by addressing the issue before it happens. They must lead in-depth conversations about hazing with their student-athletes at the beginning of each year. They can also set-up appropriate team bonding activities that won't lead to hazing, and start positive team

traditions. Further, they need to tackle hazing when it occurs and even when they suspect it may be occurring. Coaches set the tone for the acceptability of hazing and they have the power to stop it. If a student-athlete knows the coach does not accept it, and that there will be repercussions for perpetrating it, they will be hesitant to continue the practice.

### **Conclusion**

The role of the coach as a leader of a team presents a special circumstance that allows them to prevent and stop hazing. Coaches need to realize that these actions are happening within their teams and have the discussion about why hazing isn't an acceptable tradition and how hazing can have lasting adverse effects. Administrators need to look to their coaches to set the example for the student-athletes. Student-athletes need guidance to stop these behaviors and coaches can give them that guidance.

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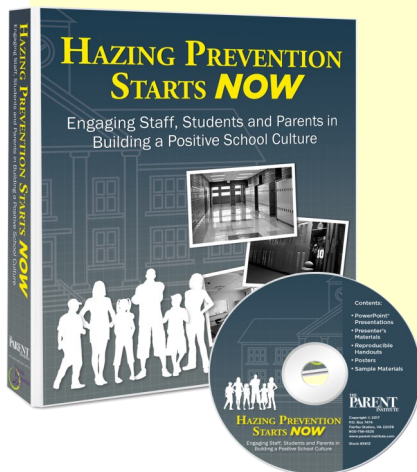
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**NOTE: HazingPrevention.Org is currently developing a detailed coaches' guide to hazing prevention. It will be released in 2018.**

**Kayla Smith** is the current student board member for *HazingPrevention.Org*. She has been researching hazing for seven years, with a focus on athletic hazing for most of that time. Kayla also interns with the athletics department at UNC in compliance. She hopes to take her knowledge of hazing and its solutions into the athletic industry after graduation.

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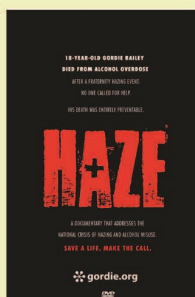
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Gordie Bailey was 18 years old when he died as the result of hazing-related alcohol overdose, only three weeks after starting his freshman year of college. He was found face down on the floor. No one called for help until it was too late. The 37-minute *HAZE* documentary, updated in 2018, tells Gordie's story as a framework for examining the

larger issues of alcohol and hazing. *HAZE* weaves together a collection of interviews with Gordie's family, friends, fraternity pledge brother, and several national experts on alcohol misuse and hazing. The purchase of *HAZE* includes an easy-to-use facilitator guide and many supporting materials to promote meaningful, productive discussion.



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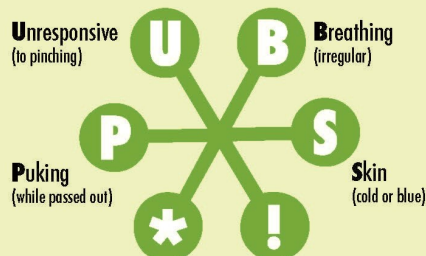


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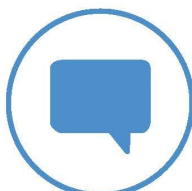
**SUZETTE WALDEN COLE**  
**The Invisible Side of Hazing**

People incorrectly limit hazing to physical violence and validating inappropriate and illegal behavior. Suzette explores how the emotional, psychological and financial effects that these destructive behaviors often cause are irreversible.  
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**ADAM GIERY**  
**The Last Man Out**

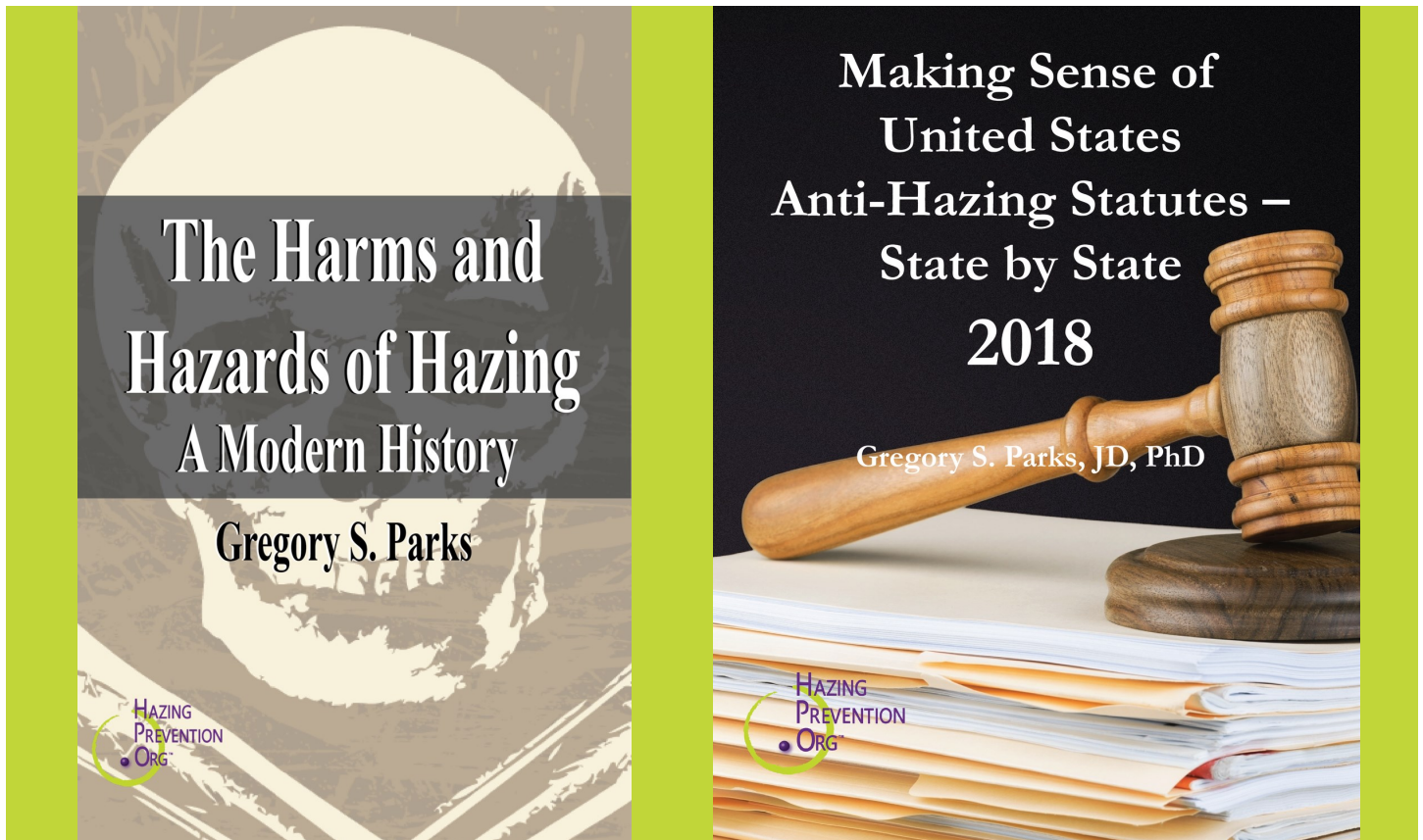
Adam shares his story about living alone in his fraternity house after a hazing incident resulted in shutting down the whole chapter. He addresses the real costs associated with hazing and the value of true brotherhood/sisterhood. Students will learn that the decision to haze did not make his chapter stronger, but rather, tore it apart.  
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