

# Hazing

Office of Leadership and Engagement



# What is Hazing?

Hazing is any action or situation, with or without the consent of the participants, which recklessly, intentionally or unintentionally endangers the mental, physical, or academic health or safety of a student.

It can happen:

- on or off-campus
- be initiated by one person alone or by a group
- for the purpose of being initiated into, holding office in, or maintaining membership in any organization



# Let's Break it Down

Hazing is any action or situation, **with or without the consent of the participants**, which recklessly, **intentionally or unintentionally** endangers the mental, physical, or academic health or safety of a student.

## Consent

- Signed consent forms do not protect organizations from hazing.
- The power dynamics can pressure students into both consenting and participating in the activities.

## Intent

- An activity with the intention to have fun can *still* be hazing.
- The **impact** of the pressure put on by individual members is what defines hazing.

## When?

- Power and control are misused
- New members *inherently* have less power than active or established members



# Why does hazing happen?

- Continued “traditions” in organizations/clubs/chapters
- Desire to exert power
- Tests to members’ commitment to the group
- Misguided team building or group development activities

## Know what to look for!

More severe hazing is likely to occur in situations with:

- Strongly collaborative groups
- Automatic benefits were received
- High levels of coerciveness
- (Cimino, 2013)



# Arizona Anti-Hazing Law: Jack's Law

## Recent Law

Starting in 2022, Arizona has passed into law a bill making hazing *criminal activity* to protect students from mental, emotional, and physical harm or abuse.

## Hazing is a Class 1 Misdemeanor.

This type of crime can be punishable up to 6 months in jail and \$2,500 in fines.

For more information, go to <https://stophazing.org/policy/state-laws/arizona/>.



Jack Culolias, a student at ASU that died from excessive alcohol consumption while pledging to a fraternity in November 2012.

# Investigation Procedures

Now that hazing is a **state law**, a hazing investigation conducted by the university can result in an additional investigation with the NAU or Flagstaff Police Department.



# Alcohol & Hazing

In general, it is important to engage in safe drinking behaviors. However, there are additional risks associated with hazing.

## Facts

- 71% of student witnesses saw drinking rituals involved in hazing.
- More than 50% of witnesses to hazing identified binge-drinking, drinking games, underage drinking, using other substances with alcohol, vomiting, and blackouts.
- **82% of deaths from hazing involve alcohol.**
- (WITH US Center for Bystander Intervention, 2020)



**If the hazing results in a person's death, it is a Class 4 Felony.**

A first offense can result in 1 – 4 years of prison time.





# It's not just Greek Life!

## Hazing can occur in ANY student organization.

Research reveals that varsity athletics, sport clubs, intramural teams, cultural organizations, recreational clubs, service organizations, performing arts organizations (e.g., bands and theater groups), military groups, student governments, religious/faith-based clubs, honor societies, and academic clubs. (Allan, E.J. & Madden, M., 2008; WITH US Center for Bystander Intervention, 2020).



*U.S. Navy SEAL in 2017*



*Northwestern University football team in 2022*



*Florida A&M University marching band in 2011*

# Examples of Hazing

**Violent Hazing** – potential to cause physical/emotional/psychological harm

- Assault
  - Paddling in any form
  - Beating/Burning/Branding
- Sexual violations
- Physical or psychological shocks
- Tests of endurance

- Forced ingestion of any liquid or substance, including alcohol
- Advancing or promoting alcohol or substance use and/or abuse
  - **IMPORTANT:** An active or established member placing an alcoholic beverage in a new member's hand and telling them that they do not need to drink is **STILL** hazing.



# Examples of Hazing cont.

**Harassment Hazing** – causes emotional anguish, or physical discomfort

**Subtle Hazing** – can seem harmless but emphasizes the power imbalances within groups and breach the possibility of a safe organization for all members

- Verbal abuse
  - Name calling
  - Pressured questioning
- Late work sessions or workouts that interfere with scholastic activities

## Regarding New or Future Members

- Additional requirements for **new** or **future**
  - Running errands/personal service
  - Wear specific costumes, outfits and/or hairstyles like head shaving
  - Partake in embarrassing events
  - Formal methods of address
- Deprivation for **new** or **future** members:
  - Ignoring new members
  - Reduced privileges
- Trying to instill fear during initiation/events



# Common Misunderstandings

Hazing is any action or situation, with or without the consent of the participants, which recklessly, intentionally or unintentionally endangers the mental, physical, or academic health or safety of a student.

## Consent

- Individuals **cannot** consent to hazing activities



**Consent is not a defense.**

## “Positives” of Hazing

- Does **not** foster trust, unity or respect
- Does **not** effectively “weed out” members with low interest or motivation
- Does **not** encourage self-discipline

## True Impacts of Hazing

- **Decreases** connection among members
- **Hinders** academic achievement
- *Physical pain* or injuries
- *Emotional duress* or mental health concerns
- Can lead to *pre-mature death*



# Does this count as hazing?

1) Submission of prospective, new, or current members to potentially dangerous or hazardous circumstances of activities which have a foreseeable potential for resulting in injury.

2) Any activity that may have a potential to cause distress, panic, human degradation, or embarrassment.



# Unsure if it is considered hazing?

## Questions To Ask Yourself

### As a Participant

- Would I feel comfortable participating in this activity if my parents were watching?
- Am I being asked to keep these activities a secret?
- Does participation in this activity violate my personal values or those of this organization?
- Am I doing anything illegal?
- Would I feel comfortable asking others to participate?

### As a Coordinator

- Would we get in trouble if a school/college administrator walked by and saw us?
- Am I separating the organization based on length of membership, and is that a necessary distinction?
- Would I be uncomfortable if I participated?
- Am I going to be able to get a job if I have to put a criminal arrest on my application?

# Hazing can be stopped.

It only takes one person to break the “tradition” of hazing.

It just requires courage and integrity from students to make the right decision.



# Ways to Bond WITHOUT Hazing

- Partake in group bonding activities that do not hold the higher risks associated with hazing
- Foster authentic connection and explore individual differences
- Be transparent with group cultural rites and rituals
- Provide options for choice and respect for members
- For more training or alternative ideas, go to [hazingpreventionnetwork.org](http://hazingpreventionnetwork.org).

## Examples

- Personality tests
- Group trips
- Small group competition (mini-Olympics, scavenger hunt, etc.)
- Community service
- Hold a talent show
- Facilitate small interviews for the history and values of the group





# Ways to Address Hazing

## There are many ways to get help filing a report.

We recommend that you report instances both from within your organization and outside of your organization.

- Speak up to stop hazing!
- If in immediate danger, **call 911**
- NAU Police Department:
  - 928-523-3611
- We accept anonymous and identified reports can be completed at:
  - [nau.edu/ReportIt](http://nau.edu/ReportIt)
- Office of the Dean of Students:
  - 928-523-5181
  - [DeanofStudents@nau.edu](mailto:DeanofStudents@nau.edu)
- Fraternity & Sorority Life Coordinators:
  - [NAUGreeks@nau.edu](mailto:NAUGreeks@nau.edu)
- Leadership & Engagement:
  - [StudentOrgs@nau.edu](mailto:StudentOrgs@nau.edu)



# THANK YOU!

If you have any additional questions, please reach out to [StudentOrgs@nau.edu](mailto:StudentOrgs@nau.edu) and/or schedule a meeting with staff from the Office of Leadership and Engagement.

