2017 Resource & Planning Guide

HIGH SCHOOL EDITION

HPO 10th Anniversary Edition!

National Hazing Prevention Week is

September 18 - 22, 2017

LETTER TO READERS

Welcome to HazingPrevention.Org's ***2017 Resource & Planning Guide: High School Edition***. We hope that this guide will provide you with the tools you need to host successful hazing prevention events at your school and within your organization. This year, National Hazing Prevention Week (NHPW) is officially observed September 18-22, 2017 and we encourage you to host NHPW activities during that week, or any week that you decide is best for you. Prevention efforts are importation throughout the year!

HazingPrevention.Org is a national non-profit organization whose mission is to empower people to prevent hazing. We educate, advocate and empower, and 2017 is our tenth year anniversary.

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.

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 might just save lives.

Best wishes,

Emily N. Pualwan
Executive Director
HazingPrevention.Org

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HAZING ... What is it?

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

Sometime 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, or are reported in 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 victim 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.

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.

Is this Hazing?

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

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

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

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

Am I doing anything illegal?

Would we get in trouble if a school administrator or principal walked by and saw us?

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

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 third 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 here:

http://hazingprevention.org/home/prevention/national-hazing-prevention-week/

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.

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 here:

http://hazingprevention.org/home/hazing/statelaws/

Did You Know?

- Hazing occurs in middle schools, high schools and colleges
- Hazing occurs in sports teams, clubs, bands, fraternity and sorority 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
- Both male and female students report a high level of hazing

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/**
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/**
5. Work with school administrators, newspaper editors and local media to promote your events.
6. Take pictures and post to social media. Use hashtag #NHPW17

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

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 (LINK: TV and Radio PSAs). 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 school Principal, 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 hashtag #NHPW17 and in your correspondence.
- The official poster for NHPW 2017 is available for free downloading, customizing and printing at: www.HazingPrevention.org/home/about/media-press-kit/print-media

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!

Hazing Prevention

It's Everyone's Responsibility™

Our new online course for high schools, *Hazing Prevention: It's Everyone's Responsibility* ™. was written by the experts at HazingPrevention.org and designed by AliveTek, Inc., a leader in eLearning.

Hazing Prevention: It's Everyone's Responsibility ™ *for High School* is offered in two ways:

1. **High School Training Kit -** Scripted facilitator's guide with multimedia presentation and other tools.
2. **Student Online Course-**Interactive online course for individual students.

Our **High School Training Kit** and **Online Course** can be used separately, but are ideally intended to be used in tandem with a gradual release model (facilitators working with student groups followed by students completing training on their own). This model has a greater impact than using either course on its own.

Hazing Prevention: It's Everyone's Responsibility™ High School Training Kit includes a Facilitator's Guide, multimedia presentation and certificate of completion. This educational offering is designed as a guided/ facilitated course for high school teams or groups. The 30-minute presentation uses examples specific to athletes and student groups to help prevent hazing activity in high school. Resources also include discussion topics and optional assessments. This instructor-led training takes approximately 1-hour.

Hazing Prevention: It's Everyone's Responsibility™ Online Course for High School Students is an evidence-based course, reflecting best practices established by leading academics studying hazing. This one-hour awareness and prevention based course teaches high school students how to recognize, prevent and report hazing. Pre and post tests are an important part of the program to encourage student accountability. Once all course requirements have been satisfied, students will

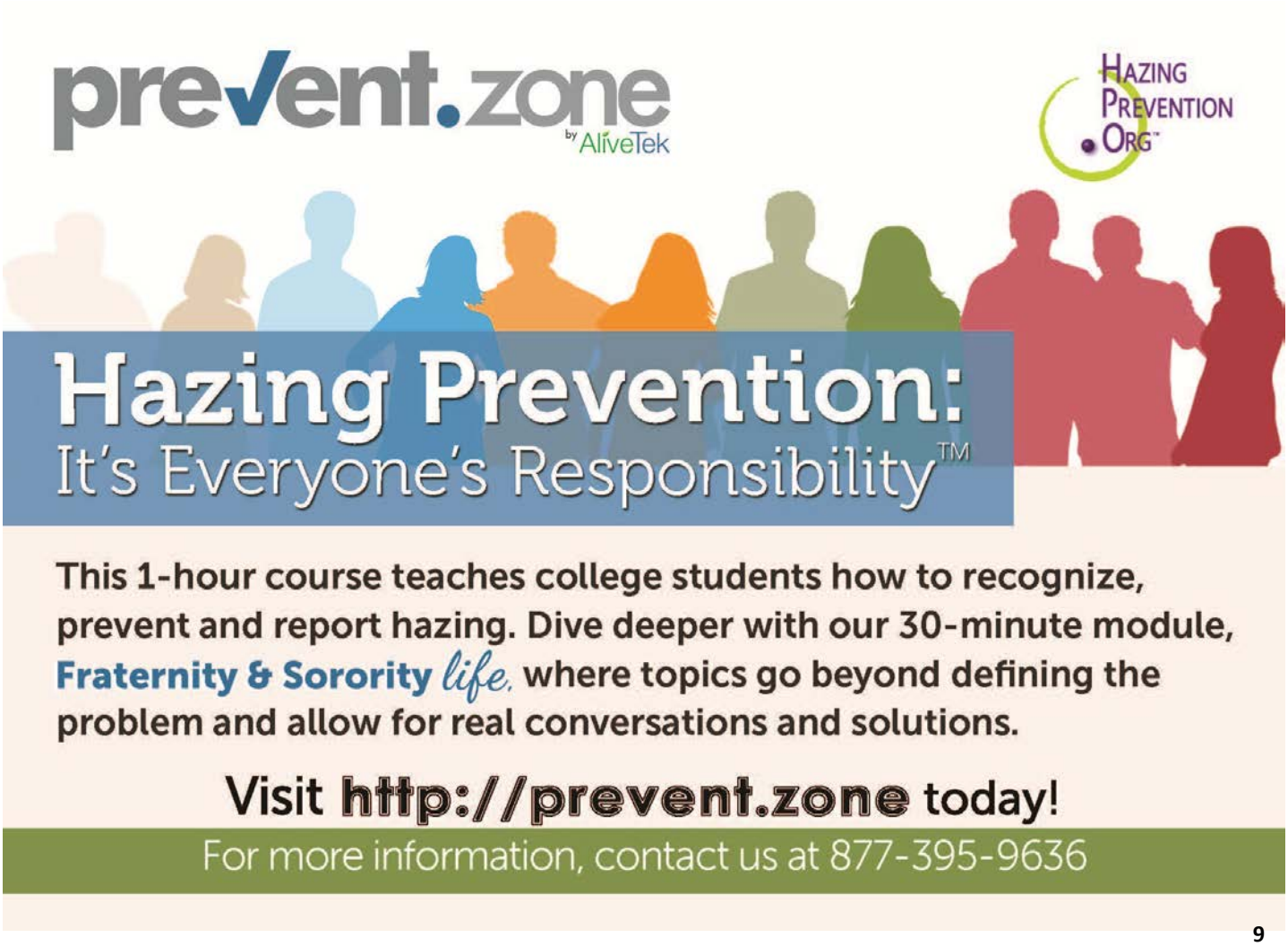
receive a certificate of completion.

Both AliveTek and HazingPrevention.Org have entered into a formal agreement with the New York State Public High School Athletic Association, Inc. (NYSPHSAA) to provide hazing prevention education to its 800 member schools.

"Hazing is a topic in the forefront of athletics in our state and entering into a partnership with AliveTek and HazingPrevention.Org will provide our member schools an opportunity to educate and inform their coaches, athletes and parents," said Robert Zayas, NYSPHSAA Executive Director. "Expanding our programs to offer a curriculum in hazing will provide an additional benefit to our membership."

To learn more or to sign up, please visit, https://prevent.zone/hazing/high-school.

ALSO AVAILABLE FOR COLLEGE STUDENTS:



NFHS HIGH SCHOOL ESSAY CONTEST

2018 application opens in early 2018

In honor of National Hazing Prevention Week, HazingPrevention.Org and the **National Federation of State High School Associations** are once again featuring our annual High School Essay Contest. High school students across the US submit their essay using the essay theme/topic selected for that year. A new theme is picked each year.

Winners receive cash prizes. Encourage your student to submit their essay! Visit our website for more information on this contest including guidelines and the submission form HazingPrevention.Org contest page!

The 2016-2017 winning essay was submitted by:

Hetty Bai - **"We," Not "Us" and "Them"**

Read the second and third place winners essays from 2016-2017:

SECOND PLACE ESSAY by Sarah Durack HERE

THIRD PLACE ESSAY by Nicholas David Smith HERE

"We," Not "Us" and "Them"

By Hetty Bai

Lumbering through thickets of dry, summer flora, my thirteen-year-old braces-baring acne-spotted self raced to the tennis courts. With sweaty palms and a giddy spirit, I was nervous and excited to finally join the high school tennis team. The team would be my first introduction to future classmates, and my first sense of belonging as a freshman.

New to the team, the freshmen and I were shown the ropes of the program. Practices started with light stretches and a jog and then proceeded to tryouts: forehands, backhands, water break and repeat. Any prior anxiousness was relieved as experienced upperclassmen introduced themselves, and timid freshmen (including me) chatted with other teammates.

However, at the end of the first day of practice, our growing bond was suddenly cracked. After all the equipment was picked up, everyone followed the seniors to the trainer's room. In the room, the upperclassmen demonstrated how to fill up the water tanks. An unwelcome tension sliced the air as one of the seniors stated "this is a job for the freshmen." Eyes bulged as the other seniors awkwardly shuffled their feet. In a matter of seconds, our developing camaraderie was severed as we, the freshmen, no longer felt accepted as part of the team, but instead felt alienated as the other, disposable teammates. We were not being treated as equals, but instead treated as servants. We were not given a responsibility, but given a chore that no other teammate was required to do. The apathetic justification—"When you're seniors, you'll get to boss the freshmen"—was just as disheartening. Our team was no longer unified; we could not describe our team as "we" but as "us" and "them."

Because our girl's tennis team has been around for over twenty years, it was difficult to break this history of our team's hazing. Other classes did it to the past-freshmen, so the now-seniors felt they deserved to suppress the incoming freshmen. Thus, hazing became a cyclical tradition built upon freshmen injustice and senior vengeance. Voicing our opinions on this discrimination was too daunting for us novices, yet it was more daunting for those few seniors to act on their beliefs against hazing. But still, the few seniors against hazing began to trudge the water with us, the subservient underclassmen, as a form of silent protest. Steadily, other upperclassmen started to help out and the stand against hazing grew. It was not until my senior year that this so-called "tradition" disintegrated, and now every member of the team takes equal responsibility for this work. What started out as hazing in an innocent disguise now seems like a forgotten nightmare.

After the seniors bonded with us, the newcomers, the tainted vision of teamwork evaporated. A *true* team—one that comforts its members, not demoralizes them—is one that never inhibits the group's collective success. Our previous "team" was one that subtly, but still unacceptably, promoted hazing. Hazing, whether viewed as a rite of passage or just a harmless joke, never strengthens comradeship: rather it provokes hostility. No member should feel inferior; no member should feel discriminated against. All members should feel welcomed, like a family. Now, after four years, I will be graduating from this intimate team, and from high school. Even though I arrived into the tennis program with the obstacle of hazing, I leave knowing that no future teammate should have to worry about experiencing anything less than respect, appreciation, and kinship.

About the Author

Hetty Bai *was the first place winner of the National Federationl of State High School Associations and HazingPrevention.Org High School Essay Contest for 2016,/17 and comes from Marquette High School in Chesterfield, MO.*

Engage Students in NHPW

On Social Media

By Sarah Wild

Career Counselor at NC State University & Fraternity/Sorority Life Volunteer Facilitator & Advisor

Need a few creative ideas or just some general tips?

Check these out:

Create a timeline to post online in advance of NHPW, during NHPW and after NHPW. One great example is with our new **#40Actions** campaign (see next page) You can create anticipation leading up to the week, but you can also highlight how your university/school plans to #ContinueTheConvo, afterwards.

Interview students or student groups who are passionate about hazing prevention. Record interviews as short videos or create engaging online posters to highlight the students & their perspectives. It helps to know other students don't support hazing behaviors in the community.

Use the hashtag #NHPW17 or create a hazing prevention hashtag unique to your school when posting on social media networks. Encourage students to use the hashtag when sharing photos of their efforts in preventing hazing.

Focus on positive behaviors as alternatives to hazing: share articles, stories, videos, cartoons, or even memes about the value of respect, teamwork, inclusion & integrity.

Post a photo each day of NHPW week showcasing events or programs students in your community host relating to hazing prevention. Ask online viewers to vote on their favorite, most meaningful event by "liking" the photo posted on Facebook.

Create a video that features a school alum encouraging other alumni to give back by volunteering to advise, coach or mentor a student group. Alumni can serve as positive role models for current students, and help them in making informed, smart choices.

Need more creative ideas?

Get students involved - athletes, band members, admissions tour guides, members of clubs/ organizations – whoever. The more ideas the better!

#40ACTIONS CAMPAIGN

#40Answers is NOW #40Actions!

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

For the last seven years, HazingPrevention.Org has co-hosted the successful #40Answers campaign with our partners Sigma Nu Fraternity, allowing individuals to respond to commonly held excuses for hazing. This year, we're ready to change things up! Are you up for the challenge?

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.

HANK NUWER ANTI-HAZING HERO AWARD

Nominations open January 2018!

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 Award Recipients will open January 2018 and close April 30th. Winners will be announced in the summer of 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

FRATERNAL LAW PARTNERS
A Division of Manley Burke, LPA

PHI DELTA THETA
Become the greatest version of yourself

Thank you for your support!

NATIONAL HAZING PREVENTION WEEK

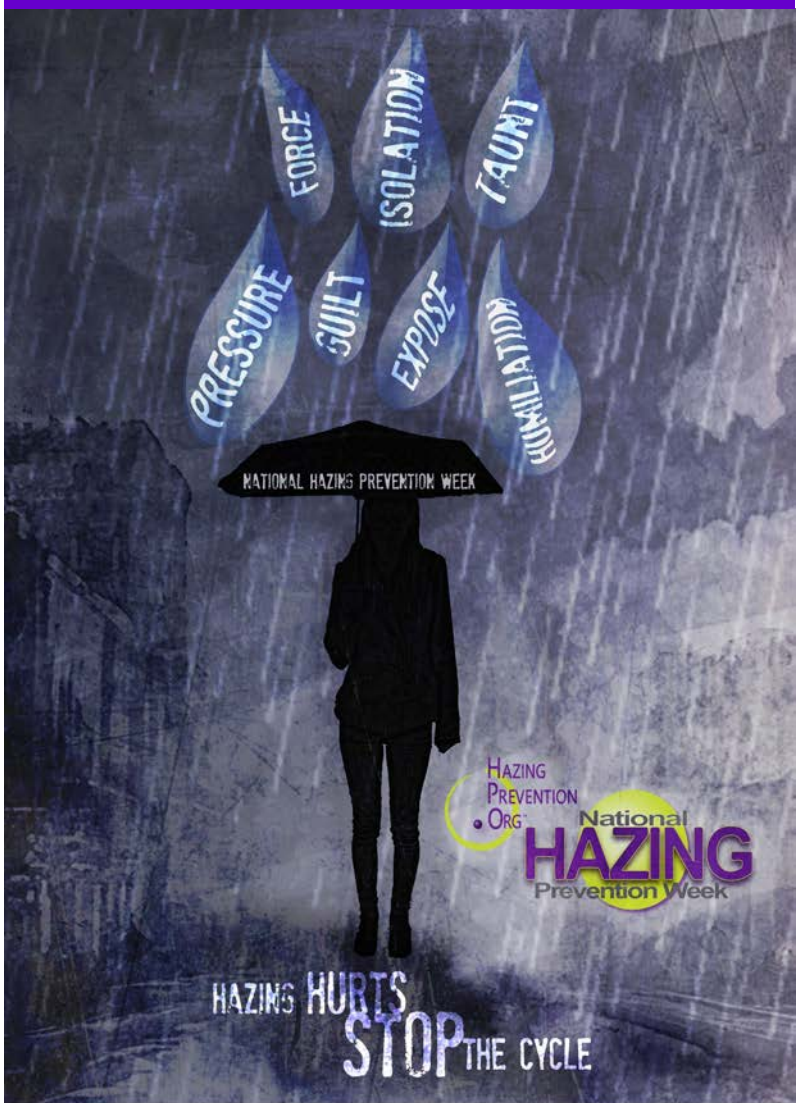
2017 POSTER DESIGN

FIRST PLACE WINNER – Megan Sayre

Megan is a Digital Media Design major at West Liberty University, a four-year public university and West Virginia's oldest institution of higher education, located in West Liberty, West Virginia. Her poster, titled Drops of Hazing, was designed to depict a silhouetted figure in the rain that use their umbrella to stop the cycle of hazing by preventing the rain drops from falling on them.

CLICK HERE to download the official 2017 poster for free! You can use the space at the bottom to add your event dates, locations and times. You can order high quality glossy posters of many of our winning entries through our online store at www.HazingPrevention.org/store

FIRST PLACE: Megan Sayre



Psychological and Physical Hazing: Reclaiming Your Power

by Dr. Jason L. Meriwether

High school students are often convinced that something that is a tradition, or rite of passage, or just a ritual that a club or team "has always done" is not really dangerous, and then quietly go along with the activity. These activities take two forms, **physical** or **psychological**. These can occur in tandem or separately. Hazing is often **physical** in nature, which involves hitting, consumption of hazardous foods or concoctions, sexual battery, extreme exercise, exposure to unsafe conditions, or physical brutality (Jones, 2015; McGlone & Schaefer, 2008; Meriwether, 2016; Nuwer, 2001).

Equally dangerous is **psychological** hazing, which is mental in nature. McGlone and Schaefer (2008) noted that forms of mental and psychological hazing, such as high stress situations or seemingly dangerous or harmful environments, which are frequently overlooked and underestimated. McGlone and Schaefer (2008) discuss several types of psychological hazing may include:

1) verbal abuse

2) being subjected to highly stressful situations;

3) being asked to perform acts that go against personal beliefs such as committing a crime;

4) simulating sexual activities;

5) and/or being subjected to a perceived physical danger. Another form of psychological hazing includes simulating sexual activities.

Allan & Madden (2008) found that 47% of students come to college having experienced hazing in high school. In 2015, seven high school football players were convicted of hazing and sexually assaulting four teammates at a New Jersey high school in in 2014 as part of a team ritual. In 2017, 13 students at a Texas high school were arrested for violent hazing rituals. Members of the senior class at another New Jersey high school circulated a "Slut List," which targeted 21 freshmen female students who were shoved into lockers and forced to dress in attire selected by the seniors. These cases, and many others have led to serious physical and mental harm that could potentially damage the victims far beyond high school.

The scars of **psychological** and **physical** hazing are very real, extremely dangerous, and woefully underestimated. Here are a few preventative ideas for high school students to consider when faced with the danger of **psychological** or **physical** hazing.

Peer Pressure Is Real

Nuwer (2001) explains, when a request of individuals within a group that a potential victim perceives to be important, solicits that person to do something to gain entrance into a group or organization, this is hazing. Older students often take advantage of peer pressure or the desire of another student to be accepted by a group, club, or team to convince them that what is wrong is actually right. It is important to reach out to club advisors, coaches, teachers, school counselors, or principals to learn the true requirements to enter an organization. Always remember, students cannot set the real rules. Get them from the source.

Please, Trust Your Instincts

Nuwer (2001) explains, "Hazers use mental games, verbal abuse, and peer pressure to make newcomers bend to the will of the group" (p.47). Sometimes to convince others to subject themselves to a hazing activity, an older student or member of a club or team may say, "if I did this, you can take it." This statement is often used as a tool to elicit participation from an unsure student. However, when faced with a scenario or ritual that your instincts tell you is not safe or healthy, it is ok to believe in your feelings and walk

away. If the only path to membership is to go against your personal values, or your sense of personal safety, then it is ok to question if that organization or team is really for you. Talking with a teacher, family member, or school counselor about your feelings and concerns is a great way to validate your desire to make a good choice.

Power of Your No

Jones (2015) explains that hazing rituals and initiation are used to establish power over potential new members of a club, team, or organization. As a high school student, especially as a freshman, older students may present a hazing ritual to you as if there is no choice but to comply. But in fact, you do have the option to walk away, to say no, or to question any situation that feels or looks unsafe physically or psychologically. While psychological and physical hazing is designed to strip you of power, it is important to remember that you do possess the ability to challenge an unsafe situation, to protect yourself, and to walk away. There are counselors, coaches, teachers, principals, and family members who are there to support you and to remind you that your power can't be taken away by a hazer.

Conclusion

In the moment, it may seem easier to submit to hazing than to trust yourself or your instincts. However, by keeping a system of support in your school and home, it becomes easier to combat the secrecy and pressure of psychological or physical hazing. The first step of hazing is to make you feel alone, without choices, and stripped of power. By recognizing some of the methods that hazers use, you have the first tool to combat hazing, find help, and preserve your power.

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About the Author

Dr. Jason L. Meriwether is the Vice Chancellor for Enrollment Management & Student Affairs at Indiana University Southeast. In 2014, Jason was selected to Louisville Business First's Top Forty under 40 and as one of Business First's 20 People to Know in Education and Workforce Development. In 2014, Jason received the award of Outstanding Kentuckian and was commissioned to the Honorable Order of Kentucky Colonels. Jason was also named to the Southern Indiana Business Source 20 under 40 Class of 2016 and is a 2017 American College Personnel Association Foundation Diamond Honoree. Jason is a financially active member of Alpha Phi Alpha Fraternity, Inc. and has overseen numerous Interfraternity Council, National Pan-Hellenic Council, & National Panhellenic Conference chapters, as well as service, honors, and music fraternities & sororities. Jason's national presentations on legal issues related to hazing have been the subject of cover stories in the Student Affairs Today Newsletter and in College Athletics and the Law. During his career, Jason has organized community service initiatives that have provided over 15,000 documented hours of volunteering, service, and mentoring completed by Greek Letter Organizations. Jason earned the Ph.D. in Educational Administration at Indiana State University. His dissertation was titled, The Impact of Hazing Rituals on the Intent to Report: Examining the Perceptions and Beliefs of Undergraduate Students in Greek Letter Organizations. To learn more about Jason, please visit www.jasonlmeriwether.com.

The Hazing Prevention Pledge

HAZING PREVENTION .ORG™

JOIN US!

Step up and take the HAZING PREVENTION PLEDGE. Click below to add your name to the over **28,000** individuals who have pledged to prevent hazing in their community.

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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Hazing Prevention:

It's Everyone's Responsibility™

smart steps 4 staying safe

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

85% indicated an increase in hazing awareness and knowledge

86% are less inclined to take part in hazing

94% felt more empowered to be part of the solution to prevent hazing

Brought to you by

prevent.zone *AliveTek

Hazing Prevention.Org

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*Source: Hazing Prevention: It's Everyone Responsibility™ online course post-survey data April 2016

WHAT PARENTS NEED TO KNOW

The majority of student organizations and teams provide amazing, positive experiences for their members. However, some organizations engage in negative behaviors known as hazing – acts of humiliation or demeaning tasks meant to 'prove' an individual's commitment and worthiness to joining a group.

IDENTITY HAZING

Hazing comes in many forms and definitions may vary, but it is generally agreed that hazing is any action taken, or situation created intentionally that causes embarrassment, harassment or ridicule, risks emotional and/or physical harm to members of a group or team whether new or not, regardless of a person's willingness to participate.

The legal definition may vary from state to state but trust your common sense. Here are a number of activities that may be considered hazing by your school or organization:

- Activities meant to 'earn' a place within an organization or team that seem inconsistent with someone's character or values
- Activities that are embarrassing or mentally/ physically abusive
- Forces or coerced abuse of alcohol
- Personal servitude or meaningless tasks

WARNING SIGNS OF HAZING

Your student may or may not feel comfortable expressing concern directly to you if being hazed. Here are some key things to look for that might help you identify whether or not your student may be experiencing hazing:

- Sudden change in behavior or attitude after joining the organization or team
- Wanting to leave the organization or team with no real explanation
- Sudden decrease in communication with friends and family
- Physical or psychological exhaustion
- Unexplained weight loss
- Unexplained injuries or illness
- Change in sleeping or eating habits
- Withdrawal from normal activities
- Expressed feeling of sadness or feeling of worthlessness
- Increase in secrecy and unwillingness to share details

Questions to ask your student before he or she joins an organization or team:

- Do you know what hazing is?
- How can you stand up or say no if it occurs?
- Do you know how to report hazing?
- Do you know your school's policies against hazing, and the consequences?

Questions to ask after involvement begins:

- What kinds of activities are involved in joining this group or team? Are you comfortable with all of them?
- Is alcohol involved in any of these activities?
- Are you asked to do anything that coaches or school administrators are not aware of?
- Have you met with the organization's advisor or coach to discuss?

YOU CAN HELP PREVENT HAZING

Hazing is everyone's problem. That's why it's also everyone's responsibility.
At HazingPrevention.Org™, our mission is to empower people – everyone – to prevent hazing.
How can you be empowered?

FAMILIARIZE YOURSELF WITH LOCAL POLICIES AND LAWS

Every school, college or university, national organization, athletic department and workplace has an 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.

HAZING HAS NEGATIVE IMPACT ON EVERYONE INVOLVED

IMPACT ON PERSON BEING HAZED

•Physical, emotional, and/or mental instability

•Sleep deprivation

•Loss of sense of control and empowerment

•Decline in grades and coursework

•Relationships with friends, significant others, and family suffer

•Post-traumatic stress syndrome

•Loss of respect for and interest in being part of the organization

•Erosion of trust within the group members

IMPACT ON THOSE WHO HAZE

Those who are accused of engaging in the hazing behaviors may face suspension or expulsion, and legal action, which may include misdemeanor or felony charges and/or jail time.

•Damage to one's personal reputation

•Warped sense of leadership

•Feelings of shame and guilt

IMPACT ON THE ORGANIZATION/TEAM

- Loss of reputation within the community, local area and nationally
- Loss of recognition for the organization, team or club and/or other privileges revoked
- Civil damages may be levied

Hazing 101

For the High School Coach

8 tips for being proactive in preventing hazing

1

Build a positive, supportive, respectful team culture

Establishing a strong culture of accountability and trust within the team and coaching staff will go a long way in preventing hazing and other poor behavior

2

Educate yourself

Utilize the multitude of current resources available in understanding, identifying, and preventing the subversive nature of hazing

3

Educate your student-athletes

- Don't call your discussions "anti-hazing"; instead refer to them as team-building or team cohesion activities
- Make the education fun, informative, and inclusive

4

Educate your team parents

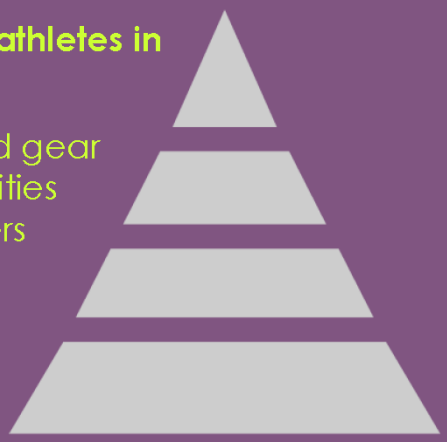
Ask for, and expect, your team parents to be supportive in preventing hazing and in developing positive attitudes

5 Never assume hazing is not happening on your team

- No matter how good your student-athletes appear, continually talk and ask questions about their off-field activities
- In particular, speak with any athletes who may have left the team to determine if they were hazed

6 Include every level and class of student-athletes in each practice and team activity

This can include returning equipment and gear after practices and games or other activities generally reserved for new team members



7 Know the law

- You can potentially be held responsible in a civil or criminal trial

8 Request support from the AD, Principal, and School Board

- Keep all constituents aware of your team-building and team cohesion activities
- Ask for resources for team-building activities

Courtesy of Dr. Brian Crow, Professor of Sport Management at Slippery Rock University and CEO of Game Day Insight, LLC.

EXTINGUISH HAZING BEFORE IT STARTS

Hazing is Frequent

- 74% of athletes experience at least one hazing incident
- 95% of time students did not report hazing events to officials

Hazing is Tragic

- Since 1970, there has been at least one hazing-related death each year
- Hazing reduces cohesiveness and exposes athletes to mental & physical risks

To Prevent Hazing, Monitor the 3 Components of Risk

Environment: What is the overall team culture (augmented by coaches)?

Perpetrator: What is the propensity of team members to perpetrate and participate in hazing?

Recipient: What is the susceptibility of new team members that render them a target?

The EXACT Hazing Prevention Index (HPI): Evidence-based Tool for Reducing Hazing in Sports

Student-athletes complete a short 5 minute survey that creates a 3-dimensional report:

(1) Potential to perpetrate hazing,
(2) Potential to receive hazing, and
(3) The overall team environment risk

The HPI is designed for use with teams:

- High school and college level athletes (ages 13-23)
- Useful for both genders (female, male)
- Designed for pre or intra-season screening
- Accessible to administrators and the coaching staff

To begin reducing the risks of hazing on your teams, please contact:

Simon Clements, MPP simon.clements@exactsports.com 312.854.2356

This tool was graciously developed through funding and guidance by the following organizations

EXACT SPORTS · Hazing Prevention Org · Ohio Wesleyan University · NCAA

View the NCAA approved final research brief at **https://www.ncaa.org/sites/default/files/Martin_Detecting%20Team%20Potential.pdf**

Shop our Online Store for all your NHPW Needs

Visit our online store at www.HazingPrevention.org/store

Hazing Prevention Resource KIT

Our kits are a great way to get everything you need to put on a successful Hazing Prevention Event! Kits contain a variety of supplies. Check our store for content and quantities.

LARGE KIT - 11 items plus bonus **$349.00 value only $299!**

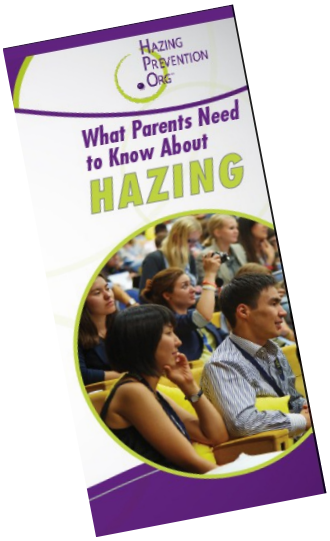
SMALL KIT - 9 items plus bonus $120.00 value only $99!

Posters

We have many poster sets for you to choose from, many designed by students. Each poster is printed on premium glossy card stock. Check our store for the latest designs available!

Gear

These Hands Don't Haze band bracelets, Haze Free Zone doorhangers and more – our Gear helps spread the word that your campus and organization is hazing-free! Gear items are great giveaways during events and recruitment.



Brochures and Pamphlets

Our full color tri-fold brochures contain a wealth of information that students and parents need to know about hazing and prevention. Brochures are designed with a panel at the back that we can customize with your school or organizational logo and contact and reporting information.

HAZING PREVENTION ORG™

Lets Talk about Hazing...

HAZING PREVENTION ORG™

From what you've learned, what is hazing?

_____
_____
_____
_____

Describe a hazing incident you may have heard about.

_____
_____
_____

What are some ways you think this could be prevented?

_____
_____
_____

List two questions you should ask yourself to determine whether an activity is hazing or not.

1. _____

2. _____

How would you like to see your school or organization promote NHPW? Give two examples of activities.

_____
_____

What is 'Hidden Harm'?

_____
_____
_____

List one warning sign someone might be being hazed.

_____

This year's HazingPrevention.Org slogan is "Hazing Hurts, Stop the Cycle". What does this mean to you?

_____
_____
_____
_____
_____

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Join the Conversation!

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