

# Hazing Prevention Discussion

## Facilitation Guide

### Facilitator & Program Information

#### Deadlines

- Complete online hazing module by **May 1, 2021**
- Complete Hazing Prevention Discussion by **June 1, 2021**

#### Prior to the Discussion

- Review members' completion of the online hazing module and ensure at least 80% of your chapter members have completed the modules before the presentation and discussion take place
- Determine how your chapter will take attendance for the peer-led presentation and discussion
- Determine who will deliver the presentation and facilitate the discussion. This can be one member of the executive board, or several members. Select a member who is a skilled facilitator and is credible per the subject matter.
- Review the powerpoint and facilitation guide prior to chapter's presentation (*practice and make your own notes*)

#### After the Discussion

- Upload the an excel document with the following tabs to your Relationship Statement 2021 tracking form on Ideal-Logic
    - Excel document tab #1: First/Last Names of your chapter members who completed the online module
    - Excel document tab #2: First/Last Names of the members in attendance at your chapter's discussion
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### *Start of the Chapter Discussion*

#### Title Slide

- Welcome to our chapter's peer-led presentation and discussion on Hazing Prevention. At this time, at least 80% of our chapter has completed the online module on hazing prevention.
  - If you have not received an invitation to complete the module, please let the chapter president know so we can get you access.
- We will be taking attendance for this presentation and submitting it on the Relationship Statement 2021 tracking form.
- *If hosted on Zoom: Throughout the presentation feel free to respond using the chat or unmute yourself.*

#### Slide 1: *Purpose*

- We are having this discussion as a chapter to meet the criteria of the Relationship Statement 2021. *(the following information is on the powerpoint slide)*
  - Prohibit all forms of hazing and 80% or more of chapter membership must complete the hazing prevention online modules offered from OSU by May 1, 2021.
  - Following the completion of the training, executive board leadership will lead a peer-led discussion about the training module content, including the established learning outcomes, to at least 80% of the chapter's membership during the calendar year.
  - Upload online completion and discussion attendance

### **Slide 2: Overview**

- Today's presentation and discussion will include the following:
  - What is Hazing?
  - Why Does Hazing Occur?
  - Identify the differences between Hazing vs Team Building
  - Recognize Hazing Habits
  - Chapter Discussion questions

### **Slide 3: Reflections**

- At the beginning of the online module, you were asked to reflect on a time when you were afraid to do something because you felt it was not right, but did it anyway for acceptance or admiration of others.
  - *Ask if there is a few chapter members comfortable in sharing their responses to these questions (but not necessarily sharing the situation they wrote about online). You can have each volunteer answer a different question.*
  - *Refer to the questions on the slides*
- Thank you for sharing.

### **Slide 4: What is Hazing?**

- *Ask the group: "What is Hazing?"*
  - *Take a couple responses from the group before giving them the Allen and Madden definition*
- Elizabeth Allan, PH.D., Associate Professor & Mary Madden, PH.D., Associate Professor at the University of Maine define hazing in their study called "Hazing in View: College Students at Risk on page 14 as: *(on the powerpoint)*
  - "Hazing is any activity expected of someone joining or participating in a group that humiliates, degrades, abuses, or endangers them regardless of a person's willingness to participate."

### **Slide 5: OSU Hazing Definition**

- Now that we have the Allen and Madden definition, let's look at how OSU further defines hazing in the Code of Student Conduct.
- OSU Code of Student Conduct? *(Read the slide)*
  - Conduct that endangers the mental or physical health or safety of any person, or that destroys, damages, or removes public or private property, and is related to the

initiation, admission into, affiliation with, advancement within, or general member participation in a group, organization, social or academic program, regardless as to whether or not the actions are sanctioned or approved by the organization or continued membership or standing is contingent upon participation. Participation or cooperation by the person(s) being hazed does not excuse the violation.

### **Slide 6: Hazing vs Team Building**

- Now that we have working definition from Allan and Madden and OSU Code, let's talk about the difference between Hazing vs Team Building. Hazing and Team Building are often confused as achieving the same thing, and they have different outcomes.
  - Hazing
    - Humiliates and degrades
    - Tears down individuals
    - Creates divisions
    - Lifelong nightmares
    - Shame and secrecy
    - A power trip
  - Team Building
    - - Promotes respect and dignity
    - - Supports and empowers
    - - Creates real teamwork
    - - Lifelong memories
    - - Pride and integrity
    - - A shared positive experience

### **Slide 7: Hazing or Team Building**

- Using the chat, please answer each example as either hazing or team building. *(Make sure members are being serious with their responses)*
  - *If member see something as team building which is actually hazing, I challenging you to ask a few of those members to explain why they see it as team building and not hazing.*
  - *You can refer to the definitions used on slides 4 & 5 illustrate why it is hazing*
- Upper-classmen have historically hosted a welcome event for new members **(Team Building)**
- Members are placed in a rooms and left alone with bottles of hard alcohol **(Hazing)**
- New Members are required to line up and recite information about the chapter **(Hazing)**
- Members are in small groups instructed to arrange in order by birth month without talking **(Team Building)**
- Only new members are required to be party monitors at an upcoming function **(Hazing)**
- New Members are paired with upper-classmen according to major **(Team Building)**
- New Members cleaning the chapter house every Saturday **(Hazing)**
- All members setting up chapter event **(Team Building)**

### **Slide 8: Discussion**

- Lets talk about things we can do as a chapter to prevention hazing?
  - What are your thoughts about the examples shared in Hazing vs Team Building?

- Most people agree, the abuse of power is weakness, not strength. What types of individual dominance over new/younger members do you think are simply not cool? What are the benefits of our chapter being above the abuse or misuse of power?
- How can our chapter better communicate that hazing isn't tolerated? What are some current chapter behaviors or activities that we need to re-evaluate? How can we re-evaluate these as a group?
- It's an expectation that if we see something, we need to say something. What should we do if we see other chapters engaging in activities that could be hazing? How can we help keep all members of the community safe?

**Slide 9: Takeaways**

- In wrap up, I'm going to again highlight the difference between Hazing and Team Building. I am going to specifically highlight Hazing Risk Conditions, things that make hazing particularly serious for our chapter to engage in:
  - Alcohol use
  - Rights of passage
  - Inequitable duties
  - Senior member power over new members
  - Non-sanctioned activities
- We need to always foster a climate of dignity and respect. Shared values and purpose result in greater commitment than shared trauma.
- Also we should continue to identify risk conditions, determine if appropriate and implement risk control. Disrupt all forms of hazing practices and behaviors and replace it with more powerful and safer team building experience.

**Slide 10: Resources**

- If you or anyone in our chapter experiences any form of hazing, here is a list of resources for you and how you can report it to conduct. I will send this out to all members at the conclusion of our discussion. *(read the information on the slide)*
- We are have to hold ourselves to a higher standard and not tolerate behavior that doesn't align with our chapter, organization, and OSU polices.
- What questions do you have?

**Slide 11: Thank You**