

IT'S THE LAW...

Missouri State Law defines hazing as, "a willful act, occurring on or off the campus of an educational institution, directed against a student or a prospective member of an organization operating under the sanction of an educational institution, that recklessly endangers the mental or physical health or safety of a student or prospective member for the purpose of initiation or admission into or continued membership in any such organization to the extent that such person is knowingly placed at probable risk of the loss of life or probable bodily or psychological harm." RSMO 578.360

Washington University's Policy on Hazing is defined as, "any activity organized by a student organization, or members of a student organization, which involves a member in practices which are injurious, or potentially injurious to an individual's physical, emotional, or psychological well being (as determined at the sole discretion of the University) shall be immediate cause for disciplinary action. It shall not matter whether such practices were mandatory, or voluntarily entered into by any of the student organization members in question, including new and initiated members."

~~"But We've Always Done It This Way"~~

WHAT HAPPENS TO HAZERS?

HAZING IS A CRIME. Individuals and organizations who are caught hazing may be punished by local authorities and the University.

Missouri law makes it illegal to participate in or cause acts of hazing. Hazing is a Class A misdemeanor punishable by fines up to \$1,000, imprisonment of up to one year, or both. However, if the hazing "creates a substantial risk to the life of the student or prospective member," the act is a Class C felony punishable by fines up to \$5,000, imprisonment of up to seven years, or both. Under Missouri law, consent is not a defense for hazing.

Sanctions, such as suspension, removal from campus, or loss of privileges, may be given to an entire organization even if only a few members engaged in the activity.

HOW DO WE BREAK THE HAZING CYCLE?

Coming up with alternatives to hazing activities is a great way to create change within your organization, but it will NOT SOLVE THE PROBLEM! First, take a look at the organizational culture, then make the following changes.

Make members aware. Use all of the information available about hazing to let your members know what actions are hazing and why hazing is not appropriate. Talk with your national headquarters, coaches, advisors, and university administrators if you have questions about policies or what constitutes hazing.

Educate members. Teach your members that there are alternatives to hazing. Take advantage of workshops or speakers and create positive programming that assimilates new members into your organization.

Detect hazing violations. Be alert for activities and comments that may indicate hazing is happening in your organization. Don't look the other way. Confront the issue promptly.

Take corrective action. If you know hazing is occurring, it is imperative you put a stop to it. If you are not sure how, contact an advisor, coach, staff member, university administrator, or national headquarters to assist with your intervention. Utilize standards boards or one-on-one conversations to help members understand why their behavior is unacceptable.

-Adapted from the University of Texas at Austin's Crossroads Brochure

**national
HAZING
prevention week**

www.nhpw.com

WHO CAN I TALK TO ABOUT HAZING?

Campus Resources

Department of Athletics

The Department of Athletics, located in the Athletic Complex, has staff who can talk with you or your organization about hazing within athletic teams. Call 935-5288.

Greek Life Office

The Greek Life Office, located on the third floor of the Women's Building, has staff who can talk with you or your organization about the implications of hazing as it relates to your fraternity or sorority. Call 935-5923.

Health Promotion and Wellness

The Office of Health Promotion and Wellness, located in the lower level of the Women's Building, has staff who can talk with you or your organization about the health-related consequences of hazing. Call 935-8761.

Judicial Programs

The Director of Judicial Programs, located on the South Forty in the Office of Residential Life, can talk with you or your organization about University policies and state laws regarding hazing. Call 935-4174.

Online Resources

www.stophazing.org- This extensive site covers the many aspects of hazing—including fraternity, sorority, athletic, high school, and military hazing—and ways you can combat the issue and create change.

www.campuspeak.com/programs/hazing- Campuspeak spearheaded the first national hazing prevention week and symposium. Their website offers downloadable handouts regarding hazing prevention and alternatives.

www.mashinc.org- Mothers Against School Hazing (MASH) was developed to eliminate hazing, bullying, and or abusive acts towards children.

www.ncaa.org/mailbox/sportsmanship.html- The NCAA official site for sportsmanship and ethical conduct.

www.glo.wustl.edu- The Greek Life Office website provides resources and website links about hazing.

Printed in the spring 2005 in cooperation with the Greek Life Office, Office of Judicial Programs and the Office of Health Promotion and Wellness.

"BUT WE
DIDN'T KNOW
IT WAS
HAZING"

Are You Taking It Too Far?

 Washington
University in St. Louis

WHAT IS HAZING?

What you or your members may consider a harmless prank or legitimate means of educating new members, may be a criminal act. So what is hazing, and how can you distinguish it from non-hazing activities? If you are unsure if what you are doing is hazing, ask yourself the following questions.

- Would you photograph or videotape the activity and be proud to share it with non-members? The Chancellor? Your parents? A judge?
- Does the activity involve alcohol consumption that subjects members to unreasonable risk of harm to self or others?
- Does the activity promote and abide by the ideals and values of your organization?
- Is this activity an educational experience?
- Are new members being asked to engage in an activity in which active members will not participate?
- Would you be able to defend the merits of this activity in a court of law?
- Will the activity enhance new members' satisfaction in the organization? Or will they feel confused, ashamed, or uncertain about why they participated in this event or joined the organization?
- Does this activity meet both the spirit and the letter of the standards prohibiting hazing?

-Adapted from Phi Delta Theta's "Transmit the Fraternity" and the FIPG Risk Management Manual

If you have to ask if it is hazing, it probably is.

WHAT IS THE IMPACT OF HAZING?

Have you ever thought about how hazing impacts those involved? Below are some effects of hazing and a few examples of activities that may cause them.

Problems with alcohol: Binge drinking, alcohol poisoning, and alcohol abuse can lead to physiologic effects such as impaired mental/physical reflexes, memory loss, inability to concentrate, and hindered intellectual functioning, as well as emotional effects such as anger, violent behavior, sexual assault, depression, and suicide.

Examples of hazing activities which could result in problems with alcohol:

- Any activity which requires/strongly encourages the consumption of a large amount of alcohol in a short period of time.
- Pressuring individuals to participate in events such as "case races," "power hour," or "century club."

Stress: Psychological/emotional stress may induce or aggravate psychological illnesses, including depression, post-traumatic stress disorder, anxiety, or self-esteem issues.

Examples of hazing activities which could result in stress:

- Any activity that makes a member an object of amusement or ridicule.
- Requiring new members to engage in activities in which active members will not participate.
- Taking part in line-ups or grilling individuals with questions or harsh criticism.
- Indecent exposure or nudity of any kind.

Poor Nutrition: Failure to maintain a well-balanced diet or healthy weight may result in malnutrition, body image concerns, disordered eating (e.g. fad dieting and compulsive eating), over-exercising, and eating disorders such as anorexia and bulimia.

Examples of hazing activities which could result in poor nutrition:

- Restricting what members can/cannot eat.
- Activities that promote unrealistic perceptions of body image or that create an undue pressure to maintain an unhealthy weight.

Inconsistent Sleeping Patterns: Insomnia, (difficulty falling or maintain restful sleep) is associated with increased irritability and susceptibility to injury as well as headaches, upset stomach and decreased motivation, memory, concentration, creativity, and spontaneity.

Examples of hazing activities which could result in inconsistent sleeping patterns:

- Any activity designed to deprive an individual of sleep.
- Any activity which requires members to get up early or stay up late/all night.

Compromised Safety/Accidental Injuries: Engaging in dangerous activities and risk-taking behaviors can lead to serious injury, including accidents, fighting, and possibly death.

Examples of hazing activities which could result in compromised safety/accidental injuries:

- Any activity in which members are bound, gagged, or otherwise restrained.
- Excessive physical activity/workouts.
- Water intoxication.
- The marking or branding of a member.
- Scavenger hunts or other timed activities.

Academic Difficulties: When daily functioning is compromised, it is likely that academic difficulties such as missing classes, difficulty concentrating, inability to perform well on projects and exams, and decreased GPA will arise.

Examples of hazing activities which could result in academic difficulties:

- Any activity that requires members to skip classes or takes away from their time to study.
- Requiring members to carry items or wear inappropriate apparel to class.

Illness: Physical and mental stress, especially when combined with decreased sleep, can result in a decrease in immune system function, increasing the risk of acquiring a communicable illness such as influenza or pneumonia.

Examples of hazing activities which could result in illness:

- All-night work or study sessions.
- Preventing a new member from practicing personal hygiene.
- Unbalanced diet.

Relationship Difficulties: Behavior changes such as unpredictable mood swings, depression, decreased self-esteem, anger, or aggression can cause relationship difficulties.

Examples of hazing activities which could result in relationship difficulties:

- Any activity that causes a member to have feelings of resentment, abandonment, or loneliness.
- Requiring members to temporarily discontinue contact with family or friends.

Apathy: Members may be led to believe that being hazed will create a sense of community. Often, the realization that membership does not meet this expectation results in an apathetic attitude towards the organization.

Examples of hazing activities which could result in apathy:

- Any activity that makes members feel unappreciated or taken advantage of.
- Requiring acts of servitude such as running errands, cleaning rooms, or doing laundry for active members.

Problems with the Law: If a violation of the University's policy on hazing or state law occurs, the Director of Judicial Programs, campus police, or the local authorities may become involved.

Examples of hazing activities which could result in problems with the law:

- Any activity requiring members to break the law, such as fighting, breaking and entering, vandalism, driving under the influence, or minors in possession.
- Any paddling or striking, e.g. "trading swats"

All of the hazing examples listed in this guide are considered violations of both Missouri and Washington University hazing policies.