

There Is No Hazing in Team: Why Hazing Is Antithetical to Team Sports

Webinar Offered by United Educators in Partnership
With HazingPrevention.Org (HPO)

Nov. 12, 2013
2 p.m. (EST)

Contents

Speaker Biographies	3
Roundtable Agenda	4
Resources	5
UE Resources	6
National Studies and Research	6
Hazing Prevention on the Web	7
State Anti-Hazing Laws	7
Policies	8
Anonymous/Confidential Reporting	9
Hazing Information for Parents	9
Education and Prevention Initiatives	10
Alternatives to Hazing	11

Speaker Biographies

B. Elliot Hopkins is director of sports and educational services for the National Federation of State High School Associations (NFHS) where he manages NFHS' sanctioning program and other educational services initiatives. Hopkins also serves as the staff liaison for the baseball and field hockey rules committees as well as the citizen/equity committee. Previously, Hopkins was assistant executive director of the Pennsylvania Interscholastic Athletic Association. He is a certified athletic administrator and a certified instructor in coach education. Hopkins received his undergraduate degree in sociology from Wake Forest University, where he was captain of the football team. He also holds a master's degree in leadership development from St. Mary's of the Woods in Indiana.

Linda Knight is director of campus recreation at the College of William & Mary, where she oversees the college's recreational and fitness programs, including all intramural and club sports. Before joining the College of William & Mary, Knight spent 13 years at Emory University as the assistant director and then director of recreation. She is co-chair for the Hazing Prevention Coalition at the college and sits on the Board of Directors for HazingPrevention.Org. Knight received her undergraduate degree in physical education and master's degree in athletic and recreation administration from Virginia Tech.

Norm Pollard has been dean of students at Alfred University in Alfred, N.Y., since 2006 and has worked on college campuses since 1984. He is a licensed counselor and was director of Alfred's Counseling and Student Development Center. Dr. Pollard was the co-author of one of the first national studies on hazing among athletes and hazing in high schools. He is an Advisory Group member of the National Collaborative for Hazing Research and Prevention and sits on the Board of Directors for Hazing Prevention.Org. Pollard received his undergraduate degree from Lycoming College, his master's degree in counseling from Western State College, and his doctorate in counseling from Drake University.

Emily Caputo (moderator) is risk management counsel at United Educators and previously served as claims counsel, handling employee and student claims against UE members. Prior to joining UE, she practiced employment law with a national law firm. She earned her undergraduate degree from Frostburg State University and her master's degree in psychology and law degree from The Catholic University of America.

Roundtable Agenda

Part 1 – Healthy Rite of Passage or Hazing?

- Consequences of hazing
- Hazing vs. healthy team building
- Misconceptions of hazing

Part 2 – The Culture of Hazing in Athletics and Team Sports

- Scope of the problem
- The role of alcohol
- Why students haze
- Why hazing is not reported to school officials

Part 3 – Effective Strategies to Prevent Hazing

- Policies, investigation, and discipline
- Interdisciplinary approach to prevention
- Working with coaches and advisors
- Educating students and bystanders
- Engaging parents
- Developing alternatives to hazing

Resources

- **HAZINGPREVENTION.ORG**

www.hazingprevention.org

The mission of HazingPrevention.Org (HPO) is to empower people to prevent hazing. Some of the resources that HPO offers include:

- **The Novak Institute for Hazing Prevention**

www.hazingprevention.org/programs/novak-institute/

This four-day, hands-on conference is led by nationally recognized faculty who are experts in hazing research and the prevention framework. The Novak Institute teaches participants to address hazing from a strategic approach that focuses on prevention.

- **National Hazing Prevention Week**

www.nationalhazingpreventionweek.com/home

National Hazing Prevention Week (NHPW) is observed annually during the last week of September. The goal of NHPW is to raise awareness by encouraging individuals, organizations, and campuses to hold hazing prevention activities.

- **Zeta Tau Alpha Grant for Innovation in Hazing Prevention and Education**

www.hazingprevention.org/recognition-a-awards/zeta-tau-alpha-innovation-award.htm

HPO established the Zeta Tau Alpha award with a generous gift from Zeta Tau Alpha Fraternity for Women and Zeta Tau Alpha Foundation Inc. One college or university campus is selected annually to receive a \$10,000 grant to further its hazing prevention and education efforts.

- **The Hank Nuwer Anti-Hazing Hero Award**

www.hazingprevention.org/recognition-a-awards/anti-hazing-heroes.html

This award recognizes individuals who have been heroic enough to expose hazing, speak out, and act against hazing.

UE Resources

- **Emerging From the Haze**

www.ue.org/Libraries/Shared_RML/Reason_Risk_Emerging_From_the_Haze_-_Fall_2010_Vol_18_No_3.sflb.ashx

This article provides an overview of the state of hazing prevention and explains how hazing worsens incrementally as each new group of students on a team raise the bar to initiation. The article provides steps to fight hazing and ways to change the culture of hazing.

- **Developing a Hazing Policy**

www.ue.org/Libraries/Shared_RML/Developing_a_Hazing_Policy_05-2006.sflb.ashx

This publication details the elements of an effective anti-hazing policy, which can help schools as they develop and review their own policies.

National Studies and Research

- **National Survey: Initiation Rites and Athletics for NCAA Sport Teams**

www.alfred.edu/sports_hazing/docs/hazing.pdf

This report details the findings of Alfred University's study on hazing among college athletes. Researchers surveyed more than 2,000 college athletes, coaches, and staff members at 224 NCAA schools across the country. The study found that 100 percent of the athletes responding to the survey were involved in some form of initiation and 80 percent were subjected to some form of hazing activities.

- **Initiation Rites in American High Schools: A National Survey**

www.alfred.edu/hs_hazing/docs/hazing_study.pdf

This report details the findings of Alfred University's study on hazing in high schools. Researchers surveyed more than 1,500 high school students nationwide and found that almost half reported being subjected to hazing activities when joining a group or organization. Researchers also found that hazing behaviors begin at an early age, continue through high school, and have lasting effects upon victims.

- **Hazing in View: College Students at Risk**

http://umaine.edu/hazingresearch/files/2012/10/hazing_in_view_web.pdf

These are the initial findings from the national study on student hazing conducted by the National Collaborative for Hazing Research and Prevention at the University of Maine. The research is based on analysis of more than 11,000 survey responses from undergraduate students enrolled in 53 colleges and universities and more than 300 interviews with students and campus personnel. Researchers found that 55 percent of college students involved in clubs, teams, and organizations experience hazing. This is the first in a series of reports to be released from the data collected in this investigation.

- **A Comprehensive Approach to Hazing Prevention in Higher Education Settings**

<http://hazingprevention.org/images/stories/source/langford-higher-ed-center-hazing-working-paper.pdf>

This working paper by Dr. Linda Langford makes recommendations for schools to consider in developing a comprehensive hazing initiative.

Hazing Prevention on the Web

- **Hank Nuwer's Hazing Research**

<http://hazing.hanknuwer.com/>

Hank Nuwer is one of the leading experts on hazing, and his website includes a blog as well as a clearinghouse of news stories on hazing incidents around the country.

- **ESPN**

<http://espn.go.com/otl/hazing/monday.html>

ESPN explored the issue of hazing in sports online and in its television show "Outside the Lines." The five-day feature included articles, polls, and a timeline that documents 20 years of hazing in high school, college athletics, and professional sports.

- **National Federation of State High School Associations**

www.nfhs.org/hazing.aspx

NFHS offers education and support for those who oversee high school sports and activities so that students will have a successful and positive experience. Their website provides hazing prevention resources for students, coaches, principals, and staff.

State Anti-Hazing Laws

- **Manley Burke Database of Hazing Statutes**

www.manleyburke.com/wp-content/themes/manleyburke/inc/Hazing_Statutes_by_State.pdf

The Manley Burke law firm in Cincinnati represents Greek organizations in hazing-related litigation. The law firm maintains an online database of anti-hazing laws by state.

Policies

Higher Education Anti-Hazing Policies

- **Drexel University**

<http://drexel.edu/~media/Files/studentaffairs/FSLforms/Drexel%20University%20Hazing%20Prevention%20Policy.ashx>

This policy places additional hazing prevention requirements on recognized organizations. All elected or appointed student organization presidents are required to complete specialized training on hazing prevention and then educate their members annually.

- **University of Kentucky**

www.uky.edu/regs/files/ar/AR6-10.pdf

This policy allows an organization or group to self-report hazing behaviors without immediate threat of being charged with a violation of the university's anti-hazing policy.

- **University of Vermont**

www.uvm.edu/policies/student/hazing.pdf

This policy includes questions that can help a person determine whether a particular activity is hazing and thus prohibited. Questions include: "Is any one individual or group of individuals required or urged to complete tasks or activities that aren't asked of other group members?" and "Would you object to the activity being photographed or reported on the Internet, a newspaper, or local TV news?"

K-12 Anti-Hazing Policies

- **Deerfield Academy**

<http://deerfield.edu/the-guide/rules-and-expectations/major-school-rules/hazing-harassment/>

Deerfield Academy's anti-hazing policy is closely tied to its anti-bullying policy in terms of reporting, investigation, and discipline. The school's policy states that "the community does not tolerate humiliating or potentially harmful 'rites of passage' or 'initiations' and such behaviors will be treated as disciplinary matters."

- **Prince George's County (MD) Interscholastic Athletic Handbook**

<http://www1.pgcps.org/athletics/index.aspx?id=135902>

The county's hazing policy on page 54 states that "players shall not be subjected to any 'initiation rites' whatsoever (i.e., freshman carrying bags for upperclassman)." The policy also requires coaches to counsel team members and ensure that "initiation" or "hazing" incidents do not occur.

- **South Redford School District (MI)**

http://southredford.net/UserFiles/Servers/Server_5281080/File/policy/5516%20Hazing.pdf

This comprehensive policy warns if a school club or organization does not have an official and approved initiation procedure and no school staff is involved in the activity that it is likely that the activity may violate the school's policy.

- **Lakeland Highland Preparatory School (FL) Student-Athlete Agreement**

www.lhps.org/lhps/Portals/0/athletics/hazing_policy.pdf

The school's anti-hazing policy is part of the student-athlete agreement that must be signed for students to participate in a sports program.

Anonymous/Confidential Reporting

- **Cornell**

www.hazing.cornell.edu/cms/hazing/report_hazing.cfm

Cornell offers confidential reporting via telephone and online reporting for anyone who has been hazed, witnessed hazing, or suspects that someone has been hazed.

- **University of Virginia**

www.virginia.edu/hazing/hazing-report-form/

The University of Virginia offers an online reporting form that asks the user to include his or her name and contact information, but agrees to keep identities confidential.

- **College of William & Mary**

www.wm.edu/sites/hazingprevention/reportinghazing/index.php

The College of William & Mary offers two methods of reporting. Individuals can submit a report through the college's reporting system, which requires a user ID and password. The college also offers an anonymous reporting form.

Hazing Information for Parents

- **Drexel University**

http://drexel.edu/studentaffairs/programs_events/programs/DragonsAgainstHazingInitiative/HazingInfoParents/

This site explains Drexel University's hazing prevention efforts and enables parents to report any concerns.

- **Florida State University**

<http://hazing.fsu.edu/textonly/parentsFamilies.htm>

This site offers information on how parents can file a hazing complaint and how to talk to their children about hazing.

- **Furman University**

<http://www2.furman.edu/sites/parents/tips/BeyondtheClassroom/Pages/Hazing.aspx>

This site lists the warning signs of hazing and explains what parents can do if they think their child has been a victim.

Education and Prevention Initiatives

- **College of William & Mary Hazing Prevention Coalition**

www.wm.edu/sites/hazingprevention/hazingprevcomm/index.php

The hazing prevention coalition's 14 members includes three student representatives. The coalition helps the college community recognize hazing, understand its implications, develop intolerance for hazing activities, and act/report when hazing occurs. In addition, the coalition provides resources to support safer, healthier member acclimation and integration.

- **Cornell University**

<http://hazing.cornell.edu/hazing/index.cfm>

Cornell has an extensive site dedicated to hazing prevention. Because secrecy perpetuates hazing, Cornell's site offers users the ability to view all the student organizations and athletic teams that have violated the university's anti-hazing policy.

- **Florida State University Hazing Education Initiative**

<http://hazing.fsu.edu/>

Florida State University created a central portal for hazing resources, information, and reporting to reach all student organizations. This interactive website includes individual messages for students in sports clubs, Greek life, NCAA sports, and other student organizations. There is also information for parents and families.

- **University of Arizona**

www.stepupprogram.org/topics/hazing/

The University of Arizona C.A.T.S. Life Skills Program and NCAA developed Step UP! Be a Leader, Make a Difference, a bystander intervention program that teaches people to intervene in risky situations, including hazing. The program offers scenarios, discussion questions, and hazing prevention resources.

Alternatives to Hazing

- **NCAA: Building New Traditions, Hazing Prevention in College Athletics**

www.ncaa.org/health-safety

This handbook published by the NCAA provides hazing prevention information and resources for coaches and student-athletes. Page 20 of the handbook lists healthy alternatives to hazing that teams can use for team bonding. Page 26 provides team captains and student leaders with a test they can use to consider hazing issues when planning activities.

- The following universities provide suggestions on activities students can use as alternatives to hazing.

- Cornell University**

<https://hazing.cornell.edu/cms/hazing/do/organization/alternatives/ideas.cfm>

- Harvard University**

<http://osl.fas.harvard.edu/icb/icb.do?keyword=k65178&pageid=icb.page491494>

- Indiana University of Pennsylvania**

www.iup.edu/page.aspx?id=55903

- University of Virginia**

www.virginia.edu/hazing/alternatives/