



# 2018 Resource & Planning Guide

## HIGH SCHOOL EDITION



National Hazing Prevention Week is

September 24 - 28, 2018

#NHPW18





## LETTER TO READERS

Welcome to the HazingPrevention.Org 2018 Resource and 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 is officially observed September 24-28, 2018 and we encourage you to host NHPW activities during that week, or any week that you decide is best for you. Prevention efforts are important throughout the year!

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 team and club members incentives to complete our online hazing prevention education courses at Prevent.Zone, or having everyone take the Hazing Prevention Pledge.

In addition, please be sure to check out how you can help your school with a successful year-round hazing prevention plan – we now offer

Educational Memberships and Academy Memberships as well as our webinars, books and institutes.

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 will save lives.

Best wishes,

A handwritten signature in blue ink, appearing to read "Emily Pualwan".

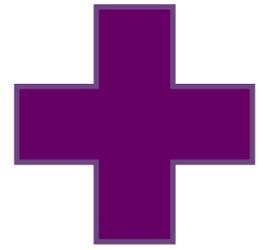
Emily N. Pualwan  
CEO & Executive Director  
HazingPrevention.Org

<b>TABLE OF CONTENTS</b>	<b>PAGE</b>
<a href="#"><u>Hazing... What is it?</u></a>	<b>2</b>
<a href="#"><u>Is This Hazing?</u></a>	<b>3</b>
<a href="#"><u>What You Can Do</u></a>	<b>4</b>
<a href="#"><u>Learn What Hazing Is</u></a>	<b>5</b>
<a href="#"><u>NFHS Essay Contest</u></a>	<b>6</b>
<a href="#"><u>First Place Essay Contest Winner - Ariel McLain - Hazing Hurts - Stop the Cycle</u></a>	<b>7</b>
<a href="#"><u>What is NHPW?</u></a>	<b>8</b>
<a href="#"><u>Exposing Hazing - Chad Ellsworth</u></a>	<b>9</b>
<a href="#"><u>Hazing Prevention: It's Everyone's Responsibility</u></a>	<b>13</b>
<a href="#"><u>Hazing 101 for the High School Coach</u></a>	<b>16</b>
<a href="#"><u>What Parents Need to Know</u></a>	<b>18</b>
<a href="#"><u>What Students Need to Know</u></a>	<b>19</b>
<a href="#"><u>Coaches Can Play a Huge Role in Ending Hazing on their Teams - Kayla Smith</u></a>	<b>20</b>
<a href="#"><u>NHPW 2018 Poster Design Winner</u></a>	<b>22</b>
<a href="#"><u>Second Place Essay Contest Winner - Georgia Garrow - Hazing – End the Cycle</u></a>	<b>23</b>
<a href="#"><u>Ways to Promote NHPW</u></a>	<b>25</b>
<a href="#"><u>Third Place Essay Contest Winner - Benjamin Pope - Hazing Hurts - Stop the Cycle</u></a>	<b>26</b>
<a href="#"><u>Take the Pledge</u></a>	<b>27</b>
<a href="#"><u>Shop Our Online Store</u></a>	<b>28</b>
<a href="#"><u>#40Actions Campaign</u></a>	<b>30</b>
<a href="#"><u>Hank Nuwer Anti Hazing Hero Award</u></a>	<b>31</b>
<a href="#"><u>Lets Talk About Hazing</u></a>	<b>32</b>

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# HAZING

## ... What is it?



### 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.

**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

Sometimes 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.





# 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.

## START A HAZING PREVENTION TASK FORCE

One of the best way to start to form a year-round hazing prevention plan for your school is to identify key-stakeholders who can come together to discuss the issue, identify risk factors, and put prevention tactics in place. Your task force can consist of representatives from sports, clubs, music and honor societies, and should include administration, faculty, student leaders and, if you wish, community leaders as well. You may also want to send out a brief survey to your community to help identify if everyone knows what hazing is, and if people know what to do if they witness or experience it.

## 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:

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.

## 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 at their school or on their campus
- Both male and female students report a high level of hazing

# NFHS HIGH SCHOOL ESSAY CONTEST

## 2018 TOPIC

### RISE UP, BAND TOGETHER & STOMP OUT HAZING

In honor of National Hazing Prevention Week, **HazingPrevention.Org** and the **National Federation of State High School Associations** feature 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! Visit our website for more information on this contest including guidelines and the submission form

[HazingPrevention.Org contest page!](http://HazingPrevention.Org_contest_page!)

*2018 winners will be selected Summer 2018*



# #NHPW18



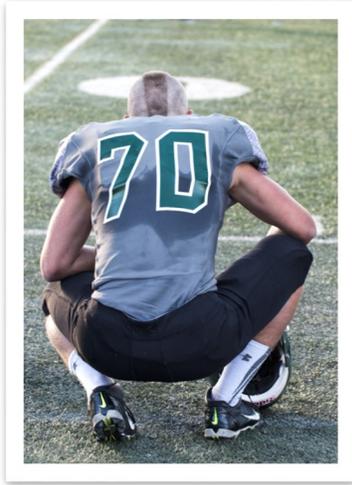
## 2019 Application Opens in January

# Hazing Hurts – Stop the Cycle

By Ariel McLain

OH HAZING!!!!

Commonly known as a traditional activity for a group, club, or sorority initiation. You might recognize it when you see that one person behind the football team, carrying their books, or someone wearing an embarrassing outfit. You just thought about it, didn't you? You probably laughed at that person. Well guess what, that was the point.



Surprisingly, no one sees the issue that lie within this “normal” activity. “We all had to do it, man” or “You want to be in or not?” In technical terms, hazing is “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.”, according to HazingPrevention.Org. Looking closely, you can see this as an accepted form of bullying. Surprising, is it not. Why have we not noticed this before? These situations go by our faces all the time, whether it is on TV, in school, or just in everyday life. We see the pledges of the sorority, the new member of the football team, and even the kid walking with the popular clique in the neighborhood. We brush it off as a normal part of social acceptance, or by saying everyone has gone through this at least once in their life. Some think that it is worth it, but at what cost?

Let’s say that an initiation requires you to drink a weird mixture; who’s to say that after you drink that, you don’t end up terminally ill? Some might have you

steal something; you could end up in major legal trouble. It could be that you have to put on an embarrassing outfit and stand in front of the whole school; being in the age of technology can make a moment like that last forever. In some cases, this could lead to a horrible high school memory or even lead to a person taking their own life, and in the age of technology, this is very likely to happen.

Let’s go back to the bullying part of this. What happens in those situations? A person is repeatedly picked on, laughed at, and talked about, after someone has embarrassed them. We see this, we walk pass this, and when that person has died, we say that they were such a good person, just not good enough to help avoid the situation. Every time we walk past someone who is being bullied or picked on, we become a part of the problem.

I have experienced this first-hand. Back in middle school, I was being bullied so bad that when our 8th grade graduation came, I had been through counseling after the students tortured me every day, which lead me to repeatedly hurt myself, and scared my mother with my thoughts. It continued on to scare my grandmother, along with my aunts and uncles. The effect of one event can cause a person to be bullied, which doesn’t only affect them, but sometimes their whole family. Still, we accept this as a normal life event.

It’s surprising how something that has been viewed as common could cause this much damage to someone’s life. Why has this been allowed to happen? Why have we not changed this? The next time we walk pass someone being humiliated or picked on, are we going to walk past or are we going to do something about it. This simple decision can affect someone’s life and the lives of their family.

## About the Author

*Ariel McLain was the first place winner of the National Federation of State High School Associations and HazingPrevention.Org High School Essay Contest for 2017/2018 and comes from Garrett Morgan School of Science, Cleveland, OH.*

# 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/](http://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/](http://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 #NHPW18



**[NATIONAL HAZING PREVENTION WEEK KITS](#) are available in our online store!**

**# NHPW18**

**National Hazing Prevention Week - September 24-28, 2018**

# Exposing Hazing

By Chad Ellsworth

This is an excerpt from Chad's forthcoming book:

*Building up without tearing down: How to cultivate heroic leadership in you and your organization*



"The line between good and evil is in the center of every human heart."

*-Aleksandr Solzhenitsyn*

In the last chapter, we discussed what is probably a common experience with hazing. After all, nobody was hospitalized or killed, and nobody was imprisoned. But that certainly does not make the experience a positive one.

Now that we have experienced hazing, we will examine and expose hazing, laying bare all of the ways that it falls short of its lofty promises.

## HAZING IS A BROKEN PROMISE

Hazing promised big things to me.

Hazing promised to forge lifelong friendships with my fraternity brothers.

Hazing promised to provide positive character traits, such as integrity, respect, and responsibility.

Hazing promised to tear me down, only to make me stronger.

Every one of these promises was broken or left unfulfilled.

However, most of all, hazing promised to make me a man.

Of all of the promises that hazing made to me and countless others throughout the world, this was the greatest lie of them all.

The truth is, hazing causes adults to act like children.

As a father of two boys, I have seen how children develop, first from infants into toddlers, and then from toddlers into school-aged children.

Likewise, as a professional, I have worked with 18- to 22-year-olds on a daily basis since 2002, including roles as a fraternity house director, professional fraternity and sorority advisor, academic advisor, and career coach.

My professional background and education is in the area of counseling and personal development. As a result of that experience and training, I know that one of the most important transitions that each of us must make is from "me" to "we."

As infants, we shook our care-takers countless times from their slumbers, striving to meet our most pressing needs, regardless of how sick, stressed out, or tired our parents may have been.

One of our most important developmental tasks as we grow, first from infants to children, and then from adolescents to adults, is to develop mature interpersonal relationships, which is described as not only a freedom from narcissism, but also a shift from dependence or dominance toward interdependence between equals.

Hazing is at its foundation an act of dominance and power, not to mention that you would be hard pressed to find anybody anywhere who would describe hazing as a demonstration of maturity. After all, one of the most common excuses in support of hazing is some variation of "boys will be boys."

As a pledge, a full member, and as a professional, I witnessed innumerable others who became caricatures and immature, reckless imitations of their true selves, despite the fact that I knew many of them would not claim those darker, more juvenile versions of themselves as parts of their real identities.

Hazing became a way for these people to act out ego-feeding, self-centered roles, without any concern for consequences or any reflection of who they "really are." They did not have to worry about how they may be perceived by others, both inside and outside of their organizations, because they were merely carrying

out a role prescribed to them as members of their organizations.

If those who completed the hazing process are regressing to less mature and more reckless stages of human development, isn't it obvious that hazing is therefore failing to fulfill its promises of building better people?

Why does hazing continue to exist, and how does it manipulate not only its victims, but its perpetrators, as well?

## **HAZING IS DYSFUNCTIONAL**

Hazing persists because it does in fact meet some human needs, albeit in a destructive and dysfunctional way.

If you were to ask people about motivations for hazing, what do you think they would say? The most common responses usually include a combination of a desire for bonding, for instilling discipline, to prove one's self, to show respect for the organization, and a mechanism for ensuring that only the best become members of our organizations.

Let's examine each of these one by one.

## **BONDING**

Look back at a few of the hardest and most painful moments of your life. Who was with you? Were you hurt? It is probable that you bonded with the people who experienced that hardship with you.

Have you ever seen one of those shows where the host collects a group of people who went through some sort of traumatic experience together? Have you ever wondered what it is like to have one of those experiences that most outsiders will never fully understand? Or maybe you have had one of those experiences yourself?

The people who share those experiences share a truly unique bond. Psychologists would refer to it as the severity-affiliation-attraction hypothesis, which put simply means that human beings bond to the people with whom they go through traumatic experiences.

But, this does not mean that those people bond to the people who are inflicting the traumatic experience on them, explaining why those who are hazed may not ever truly forgive and forget those who hazed them.

For those who do bond to those who hazed them, they are conditioning their brains to conflate affection with affliction. They are training themselves to accept torment and torture in place of compassion and love, or what is commonly known as "Stockholm Syndrome," which develops when a person is in such a dire situation that they have to rely on somebody who abuses them for their survival. Compliance and subjugation become mechanisms for survival.

In hazing situations, aren't those who are hazed likewise reliant on their hazers for their survival, whether a very real physical survival or a metaphorical social survival where they continue as members of the organization?

Is inflicting psychological violence the way that we want to build and continue our organizations? What are the lasting impacts on our members as they leave our organizations and continue their lives? What is the lasting impact on our society?

## **DISCIPLINE**

There also are people who will defend hazing as a disciplinary process, or a program through which the newest members acquire skills such as organization, time management, and work ethic.

In my experience, however, that high level of discipline that was demanded during my own six month pledging process disappeared as quickly as the evidence of any of the hazing activities themselves. The men who were ridden hardest regressed as soon as they reached the "finish line" of initiation, becoming full members of the organization.

In other words, the discipline lasted only as long as the punishment. Much like the changes to one's brain chemistry when they bond to those who inflict trauma on them, this type of discipline can condition us to need the threat of punishment in order to perform. In other words, discipline becomes a result of an influx of

stress chemicals in the person's brain, rather than an intrinsic motivation they can tap into on their own. When we engage in hazing, we are inhibiting, rather than promoting, the type of behavior we desire.

## **PROVING YOURSELF**

One of the most audacious boasts of hazing organizations is that it instills leadership. Ironically, this also may be the easiest point to refute.

By any definition of the term, leadership requires being the first to step forward or step up.

In line-up after line-up, one of the most persistent characteristics of the ones where I was a participant was that the first person who voiced any opposition or reluctance was punished the most severely.

In other words, instead of teaching people to step up, we were being taught to sit down and shut up. Instead of exercising and growing our leadership, pledging became a six-month Whack-A-Mole game where we were the pummeled rodents.

## **RESPECT**

It has been long held that we cherish and value those things that we work hardest for. For example, Thomas Paine, a political activist, philosopher, political theorist, revolutionary, and one of the Founding Fathers of the United States of America, once observed, "What we obtain too cheap, we esteem too lightly."

A case can be made that we cherish and value those things for which we work the hardest, a concept referred to as "justification of effort" by psychologists. This idea refers to the phenomenon by which, when we are subjected to a traumatic experience, our minds seek to justify that experience by saying the experience itself fulfilled a larger purpose.

For example, "I went through some truly awful hazing, which means my membership in that organization is truly special."

It is clear that this type of respect for the organization may be effective but flawed.

And what about respect for the older members of the

organization?

In my experience, the greatest proponents of hazing also were the ones who almost exclusively were the least involved in the day-to-day operations of the organization. I cannot tell you how many older members I met for the first time at line-ups and during Hell Week, or how many of those I never saw again once the Hell Week events were over.

## **FILTER**

If your organization cannot attract the best and brightest, and has to rely on hazing to either eliminate weaker new members or strengthen those who choose to join, doesn't that point to a larger problem about the quality of your organization?

In addition, the field of psychology suggests that some of the critical factors involved in hazing not only limit an organization's ability to build up its members but may in fact turn them to a darker path. According to Philip Zimbardo in his book, *The Lucifer Effect*, there are five factors that compel average, ordinary people to do evil things. It is not a coincidence that all five also are present in most hazing organizations, given how damaging and even deadly hazing has been for so many people.

**Authority:** A separation of new members and older members according to an arbitrary set of roles and rules. Example: Pledge rules.

**Deindividuation:** Costumes, darkness, or other devices that maintain the anonymity of the perpetrator. Example: Dimming of lights during hazing activities, or wearing identity-concealing masks

**Dehumanization:** The minimization of a victim's humanity. Example: Referring to pledges as "wops." When asked what a "wop" was, the answer was that it was the sound of a 200-pound sack of shit being thrown out of the window.

**Sleep deprivation and time perspective:** The disruption of sleep, and imposition of tedious activities, which limits the ability of the victim to maintain a sense of identity beyond the current setting. Example: Playing Johnny Cash's *Ring of Fire* at a high volume on

repeat throughout the night.

**Social approval:** A need for acceptance, and to be a team player. Example: Lifting up as exemplars the pledges who followed the rules, kept their mouths shut, and maintained a low profile.

By addressing each of these factors at individual, peer, group, institutional, community, and societal levels, we can effectively push back and prevent a culture of hazing.

On each of these five levels, from the intrapersonal level to the societal level, we must tackle issues such as authority, deindividuation, dehumanization, time perspective, and social approval in our efforts to prevent hazing.

Similarly, strategies must include prevention, early intervention, and response elements. So, in addition to responding to an incident or injury, initiatives must include efforts for intervening early in hazing behaviors and for stopping hazing behaviors altogether.

Prevention efforts can create safer environments and target underlying causes, and early intervention efforts can empower us to speak up about "little h's" before they become "big H's".

These prevention strategies require people who believe there is a better way, and who are empowered and equipped to deliver those strategies.

This is our escape plan.

## SUMMARY

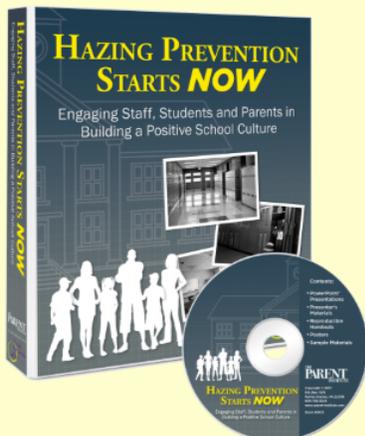
Hazing, and its supporters, make some very big promises that it cannot fulfill. Hazing promises to create the strongest bonds for members of our organizations, to instill discipline, to provide opportunities to prove one's self, to demonstrate respect for the organization, and also to ensure that only the best become members of our organizations. In each and every case, hazing falls short.

**Chad Ellsworth** is a board-certified Coach through his company *Caped Coaching* ([capedcoaching.com](http://capedcoaching.com)). Chad believes there is a hero in all of us, and by stepping out of our average, ordinary lives, any of us can have an extraordinary impact on our world. He is also a Career Coach in the Undergraduate Business Career Center at the Carlson School of Management at the University of Minnesota. He formerly served as President of the Board of Directors for *HazingPrevention.Org*.

# Hazing Prevention Starts NOW

NOW AVAILABLE FROM THE PARENT INSTITUTE

ENGAGING STAFF, STUDENTS AND PARENTS IN BUILDING A POSITIVE SCHOOL CULTURE



Our newest kit with The Parent Institute helps your middle and high school establish or enhance its hazing prevention efforts. The kit is available in English and Spanish and includes a CD with forms and PowerPoints, over 150 pages of resources and specific guides for staff, students and parents.

**VISIT** [parent-institute.com](http://parent-institute.com) for more information!

ORDER TODAY FROM <https://www.parent-institute.com/hazing-prevention.php>

# 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](http://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 purchase  
the courses for your high  
school visit:**

**[https://prevent.zone/hazing/  
high-school](https://prevent.zone/hazing/high-school)**

ALSO AVAILABLE FOR COLLEGE STUDENTS:

**prevent.zone**  
by AliveTek



# Hazing Prevention: It's Everyone's Responsibility™

This 1-hour course teaches college students how to recognize, prevent and report hazing. Dive deeper with our 30-minute module, **Fraternity & Sorority life**, where topics go beyond defining the problem and allow for real conversations and solutions.

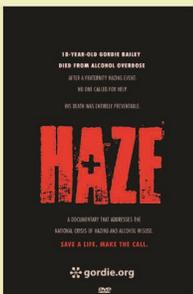
**Visit <http://prevent.zone> today!**

For more information, contact us at 877-395-9636

# GORDIE CENTER<sup>®</sup>

The Gordie Center, based at the University of Virginia, produces educational materials for high schools and colleges to end hazing and substance misuse, and promote peer education and bystander intervention. National GORDIEday is held on Thursday of National Hazing Prevention Week to raise awareness of alcohol overdose symptoms and how to respond effectively.

Visit [www.gordie.org](http://www.gordie.org) to learn more about the Gordie Center and how we can help you with your prevention and awareness campaigns!



## HAZE: The Movie (DVD)

Gordie Bailey was 18 years old when he died as the result of hazing-related alcohol overdose, only three weeks after starting his freshman year of college. He was found face down on the floor. No one called for help until it was too late. The 37-minute *HAZE* documentary, updated in 2018, tells Gordie's story as a framework for examining the

larger issues of alcohol and hazing. *HAZE* weaves together a collection of interviews with Gordie's family, friends, fraternity pledge brother, and several national experts on alcohol misuse and hazing. The purchase of *HAZE* includes an easy-to-use facilitator guide and many supporting materials to promote meaningful, productive discussion.



## GORDIEday<sup>™</sup>

To help advertise your GORDIEday events, we offer a Teaser Campaign with instructions and printable flyers at [www.gordie.org/national-gordieday](http://www.gordie.org/national-gordieday)

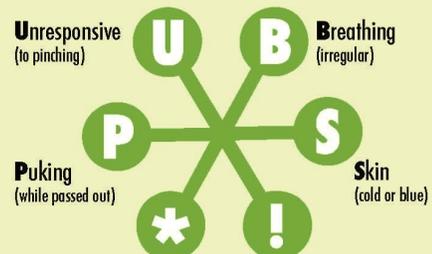


## GORDIEpledge<sup>™</sup>

As part of your prevention and awareness campaigns, print our GORDIEpledge and encourage everyone at your school to commit to being an active bystander by calling for help if even one PUBS symptom of alcohol overdose is present. [www.gordie.org/free-downloads](http://www.gordie.org/free-downloads)

## GORDIEcheck<sup>™</sup>

Alcohol overdose can have any of these four PUBS symptoms



\*Unsure? Call Poison Control Call **911**  
1-800-222-1222

# Hazing 101

*8 tips for being proactive in preventing hazing*

For the High School Coach



## **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



**Never assume hazing is not happening on your team**

**5**

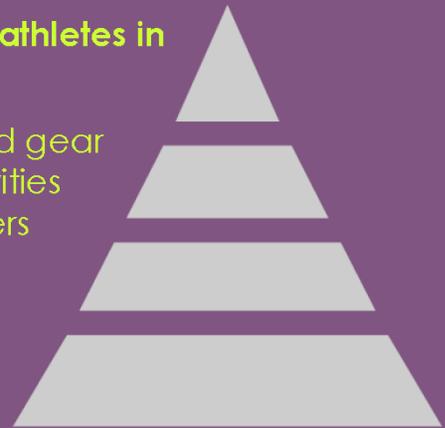
- o No matter how good your student-athletes appear, continually talk and ask questions about their off-field activities
- o In particular, speak with any athletes who may have left the team to determine if they were hazed



**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



**Know the law**

**7**

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

**8**

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

- o Keep all constituents aware of your team-building and team cohesion activities
- o 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.

# 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.



## IDENTIFY 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
- Forced 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?

# WHAT STUDENTS NEED TO KNOW



## 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



# Coaches Can Play a Huge Role in Ending Hazing on their Teams

By Kayla Smith



## Introduction

Hazing is an issue that can affect many different clubs and groups. Hazing has been prevalent in athletics since before the first World War. Athletic hazing can be seen at all levels of sports from interscholastic, to club, collegiate and even professional. Hazing also does not discriminate when it comes to race, ethnicity, gender or social economic standing.

## Athletic Hazing

Athletic hazing allows the veterans to show dominance over the rookies. Athletics is special in that the coach chooses the team, so athlete veterans look for other ways to have "traditions" or make new comers "a part of the team." Athletic hazing exists among both male and female athletes, across sports, and has even led to deaths of student-athletes.

## A Coach's Role with Hazing

Coaches are the first defense against player behaviors and activities. Coaches have direct connections to their student-athletes and their experiences on the team. Coaches also have the ability to implement team rules and regulations yet little research has been done on the connections between coach's perceptions of hazing and team hazing activities. Student-athletes cannot be held solely responsible for eradicating hazing; students need guidance from their leadership team (coaches and administrators).

## Attitudes about Hazing

If student athletes suspect that the leadership team is accepting of these "traditions," hazing will continue. The language used makes a huge difference, "I don't want to hear about any hazing" is one way of giving a wink and a nod to practices with the understanding that it's okay as long as coaches don't see it or hear about it. It sends a far different message to players when coaches use stronger language, such as, "Hazing will not be tolerated, and anyone caught abusing or humiliating other team members in any way will be severely punished, including the loss of playing time when appropriate, or possible expulsion from the team."

Some administrators and coaches still see hazing as a "tradition" or "rite of passage" and do not believe it is a problem within their teams. Coaches have been known to take part in hazing activities and/or to tell veterans which new members need to be hazed. Administrators look to the coaches to set the example for student-athletes and that cannot be done if they themselves are participating in or condoning specific practices, or fostering a culture of second-class citizenship or worse.

Beliefs that part of our job as educators is to prepare students for life by creating adversity or instilling mental toughness are misplaced. Some coaches and administrators even believe that training students to be part of a team involves bringing them down a peg

or two if they have too much of a “star” demeanor. The team cohesion argument is sound, but multiple studies have found that hazing weakens rather than strengthens cohesion, so the way to go about that needs to be closely examined, and beliefs need to evolve.

### **Coaches as Leaders to Prevent and Stop Hazing**

Coaches are seen as the leaders of a team and are role models for their athletes. That leadership role allows them to set the standard for behavior towards hazing. Coaches need to take advantage of their leadership to prevent and stop hazing. Those that turn a blind eye to hazing activities are implicitly condoning hazing acts. If student-athletes believe their coaches accept hazing they will continue to haze. Coaches can prevent hazing by addressing the issue before it happens. Coaches need to have the conversation about hazing with their student-athletes at the beginning of each year instead of ignoring the situation. Education on the topic needs to be specific and clear about what is and isn't acceptable, what the policies are, and what the consequences will be, and it must be repeated annually.

They can also set-up appropriate team bonding activities that won't lead to hazing and start positive team traditions. Coaches also need to tackle hazing when it occurs and even when they suspect it is occurring. Coaches set the tone and have the authority to stop hazing in its tracks if they take it on as a priority. If a student-athlete knows the coach does not accept it and there will be repercussions they will be less likely to participate.

### **Conclusion**

The role of the coach as a leader of a team provides a special opportunity, not available in all groups, that allows them to prevent and stop hazing. Coaches need to realize that these actions are happening within their teams and have the discussion about why hazing isn't appropriate and how it can have lasting adverse effects. Luckily there is actually research to back this up. Administrators need to look to their coaches to set the example for the student-

athletes. Student-athletes need guidance to stop these behaviors and coaches can give them that guidance.

**NOTE: HazingPrevention.Org is currently developing a detailed coaches' guide to hazing prevention. It will be released in 2018.**

### **About the Author**

*Kayla Smith is a PhD Candidate at the University of Northern Colorado and the current student board member for HazingPrevention.Org. She has been researching hazing for seven years, with a focus on athletic hazing for most of that time. Kayla also interns with the athletics department at UNC in compliance. She hopes to take her knowledge of hazing and its solutions into the athletic industry after graduation.*

# NATIONAL HAZING PREVENTION WEEK

## 2018 POSTER DESIGN

**FIRST PLACE WINNER** – Latoinette Wright

Congratulations to our winning 2018 poster, which is the official poster for #NHPW18! Ms. Latoinette Wright is a junior at Texas Christian University in Fort Worth, Texas. She is majoring in Strategic Communication and minoring in General Business.

[\*\*CLICK HERE\*\*](#) to download the official 2018 poster for free! You can use the space at the bottom to add your event dates, locations and times.

**FIRST PLACE:** Latoinette Wright



# Hazing – End the Cycle

By Georgia Garrow

Joining a sorority, going to your first college party, meeting your dorm-mates. When a student enters college, they have expectations of how college life will be. This view often includes positive experiences such as joining new clubs or becoming best friends with a roommate, but also includes negative encounters like hazing. An incoming freshman enters with hope to gain these positive experiences, and fear of facing the bad ones. College students have a legacy of embarrassing or harassing other students, leading to fear on campus and destruction of students' mental health.

Hazing comes in many forms. It occurs in sports teams, clubs, fraternities and sororities, and many more organizations. Hazing includes forcing an individual to do activities such as consume alcohol, forcing them to do physical or strenuous tasks, physically abusing them, or completing illegal tasks. Hazing is a form of physical and psychological tormenting, and needs to be prevented in colleges and even high schools.

In high school, I have witnessed hazing firsthand. On my soccer team, freshmen entered into the school and were immediately subject to the horrors of hazing.



When we began a practice, the freshmen were forced to fill waters, collect balls, and lug everything out to the field.

Often times a freshman would carry a water jug for the entire team by herself, with no offers of help from any of the upperclassmen. At the end of practice, freshmen would have to collect all the scattered balls, and would often be blamed if something was left on the field. Players who had more talent were given automatic free passes from the hazing. Instead, players who contributed the same amount of effort, but didn't have the natural

talent, were targeted. Freshmen who weren't as skilled as others would be burdened with more work. Although this hazing was not extreme, it still caused distress to the freshmen and could have been prevented.

When I came across this happening, I offered the freshmen help and tried to make them feel welcome. Rather than scaring the freshmen, my team should have created a welcoming environment for them to become comfortable with the team. The main ways to prevent hazing are through education and reliability. If each school is required to teach their students about hazing and its effects on students, hazing will be lessened greatly. When students see that hazing can lead to embarrassment or depression, they will think about the consequences that hazing will have on a person. If students are taught about real accounts of hazing by students who have been affected by it, they will have a better understanding of how those people feel.

Advocacy is the most effective way to cause a change, so educating students at college campuses about the harm hazing does will surely lessen the amount of hazing on campus. Another way to prevent hazing is by having reliable supervisors. Having a strict set of rules regarding hazing, and abiding by these rules is very important. If supervisors are attentive to the students around them, and pay attention to signs of hazing, it will be lessened. On my soccer team, my coach or captains could have taken more initiative to stop the hazing from occurring, and should have abided by a strict set of rules to ensure that the freshmen would be welcomed. If people are taught about the effects of hazing, and more strict guidelines are followed, the distress and embarrassment that accompanies hazing will be eradicated.

## About the Author

*Georgia Garrow was the second place winner of the National Federation of State High School Associations and HazingPrevention.Org High School Essay Contest for 2017/2018 and comes from the Marine Academy of Technology and Environmental Science in Point Pleasant Beach, NJ.*

# Hazing Prevention: It's Everyone's Responsibility™



## 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](http://prevent.zone)



indicated an increase in hazing awareness and knowledge



are less inclined to take part in hazing



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

Brought to you by





## 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 #NHPW18 and in your correspondence.
- The [official poster](#) for NHPW 2018 is available for free downloading, customizing and printing.

**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!**

**#NHPW18**

# Hazing Hurts- Stop the Cycle

By Benjamin Pope

Initiation ceremonies have been a keystone in cultural traditions for centuries, whether at Bat Mitzvah in Hebrew culture or the President of the United States taking the oath of office on a Bible during the inauguration ceremony. A special ceremony for someone moving from one way of life into a whole new association seems to be a part of human nature. However, many modern "initiation ceremonies" no longer have the same ancient roots.

Modern initiation ceremonies often include bullying, pain, and/or humiliation. The worst part of these masquerades of degradation is that they are cyclical. By establishing a "tradition" that people must participate in before they become associated with new group of people, it lives on forever. Those that were once hazed eventually feel entitled to deal out the same treatment that they received and thus perpetuate the problem. Hazing is an overlooked burden on society and it needs to be understood to be solved.

Modern hazing is the process of undergoing strenuous or uncomfortable treatment in order to gain admission to an exclusive organization. The most common context for hazing nowadays is on college campuses. College is a time of self-discovery and adventure; however, it can also be a lonely and insecure time which leads people to seek out larger communities to join. Sororities and fraternities market themselves as being a way to make friends and have a more meaningful college experience. While many fraternities and sororities do wonders for their members and their community, there is still a very real problem with hazing at universities. Collegiate hazing rituals can be anything from physical abuse to sexual humiliation and everything in between.

Despite increased university guidelines regulating hazing at most schools, it still continues at an alarming

rate. The best way to solve the issue of hazing is to change the mentality surrounding it. Many people who are hazed see the process as a noble and necessary path to be a part of something larger than themselves. As a result of the romanticized view of hazing, sexual assault and physical assault are normalized. When crimes/unethical behaviors are normalized, they will continue to go unabated. If a person survives hazing they often go on to repeat that hazing on younger people because they view it as necessary and ritualistic. Fortunately, as a society we are starting to see a change in the way hazing is depicted. For example, in the 1978 film, "Animal House", embarrassing pledges is shown to be a normal part of



Animal House © 1978



Burning Sands © 2017

fraternity life. However, in the modern Netflix movie, "Burning Sands", hazing is shown to be

violent and emotionally scarring. By changing the modern perception of hazing, we can change the culture and reduce instances of hazing.

While college isn't the only institution where the evils of hazing permeate, it is a good way to view the prototypical way in which hazing occurs nowadays. Hazing is neither innocent nor fun, but rather a dangerous and unnecessary ritual that society has become complacent towards. Awareness needs to continue to be spread because hazing will only disappear through knowledge.

## About the Author

**Benjamin Pope** was the third place winner of the National Federation of State High School Associations and HazingPrevention.Org High School Essay Contest for 2017/2018 and comes from McClintock High School in Tempe, AZ

# The Hazing Prevention Pledge



# JOIN US!

Step up and take the HAZING PREVENTION PLEDGE. Click below to add your name to the over **38,000** 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!

Permission to make digital or hard copies of part or all of this work for personal or classroom use is granted without fee provided that copies are not made or distributed for profit or commercial advantage and that copies bear this notice and the full citation on the first page.

# Shop our Online Store for all your NHPW Needs

Visit our online store at [www.HazingPrevention.org/store](http://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 - \$349.00 value only \$299!**

**SMALL KIT - \$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.

**#NHPW18**

CAMPUS COMMANDOS IS A PROUD SUPPORTER OF

NATIONAL

# HAZING PREVENTION WEEK

## PAY FOR COLLEGE

**WE PAID OVER \$700K TO COLLEGE STUDENTS LAST YEAR**

We offer job opportunities for high school graduates that are **managable**. Students will earn money to help pay for college and for their various events on campus.

WORK FOR THESE BRANDS:



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**SOCIAL MEDIA TASKS**



**BRAND AMBASSADOR STYLED TASKS**

“

#### GO COMMANDO USER:

“A great, easy, quick way to make money! I even got a task where I **made \$400** and was able to pay for a lot of my spring break trip with the money.”

**NORA**

North Carolina State University at Raleigh

”

### QUESTIONS?

[GoCommandoApp.com](http://GoCommandoApp.com)

SEARCH GO COMMANDO APP



# JOIN US FOR OUR 40-DAY TWITTER CAMPAIGN USING HASHTAG

## #40ACTIONS

**BEGINS AUGUST 15, 2018!**

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



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.

**#NHPW18**

# HANK NUWER ANTI-HAZING HERO AWARD

2018 winners will be announced this summer!

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 Awards are now closed and the winners will be announced summer 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



**Thank you for your support!**

**PHI DELTA THETA**  
*Become the greatest version of yourself*

# Lets Talk about Hazing...



From what you've learned, what is hazing?

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---

Describe a hazing incident you may have heard about.

---

---

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What are some ways you think this could be prevented?

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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.

---

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What is 'Hidden Harm'?

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This year's HazingPrevention.Org theme is "Rise up, Band Together and Stomp Out Hazing". What does this mean to you?

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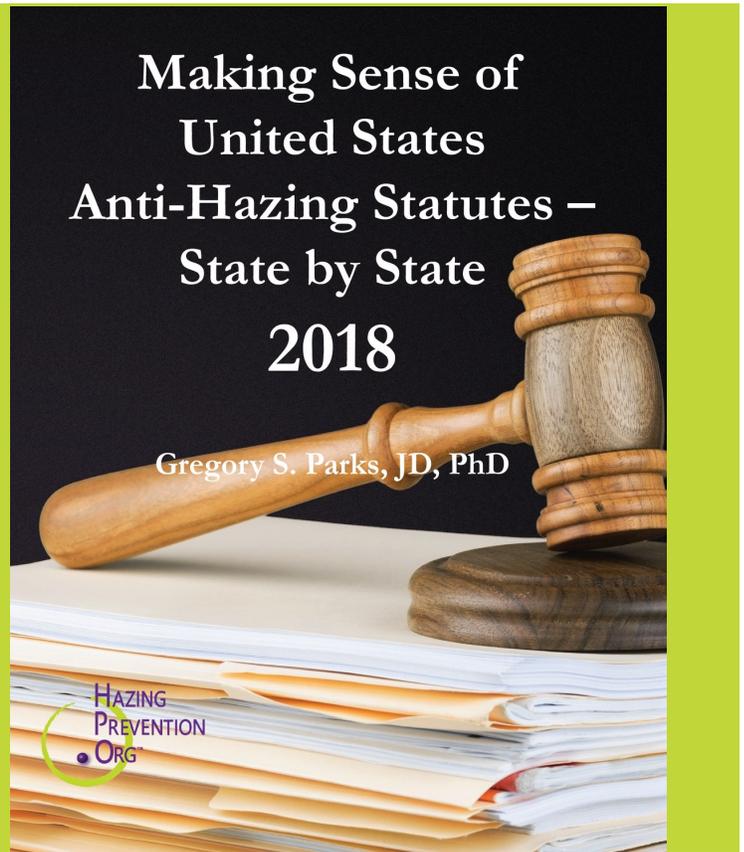
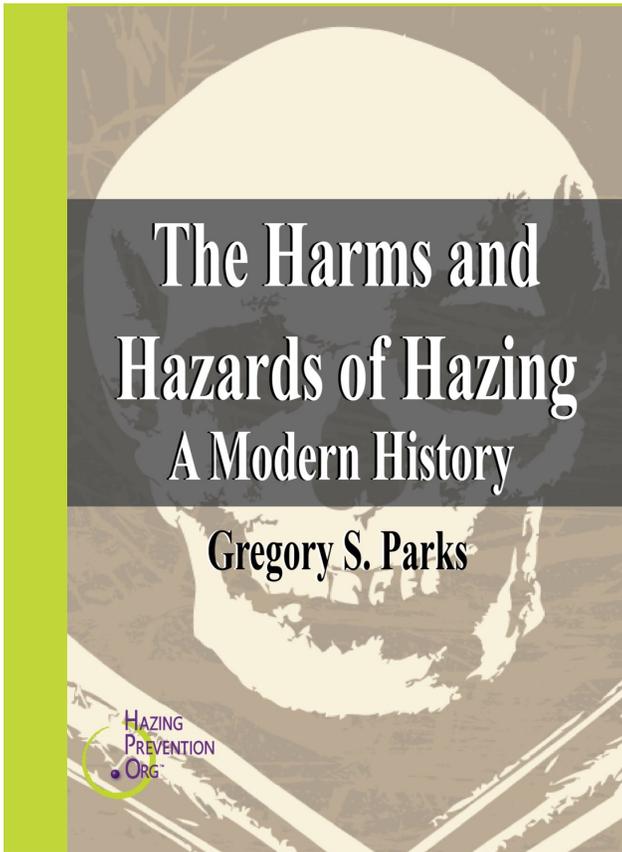
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List one warning sign someone might be being hazed.

---

# HazingPrevention.Org

## BOOKSTORE



Visit our [online bookstore](https://www.hazingprevention.org/bookstore) and order your copies today!

**COMING SOON!**

our Comprehensive Coaches Tool Kit

## Thank you to our NHPW Sponsors!



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FOR SOCIAL MEDIA USE HASHTAG

**#NHPW18**

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JOIN THE CONVERSATION!



HazingPrevention



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