



Building New Traditions

Hazing Prevention in College Athletics

A large black silhouette of a crowd of people cheering, with several individuals raising their arms in various celebratory gestures. The background behind the silhouettes consists of a yellow and white sunburst pattern.

**POSITIVE ATTITUDES.
POSITIVE RESULTS.**

Positive challenges build strong teams and prevent hazing.

End Hazing Now. Visit www.NCAA.org/health-safety

Positively Challenging



Building New Traditions

Hazing Prevention in College Athletics



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Positively Challenging

Table of Contents

chapter	page
1 Introduction	1
2 Objectives	3
3 The Role of Administrators in Hazing Awareness and Prevention	4
4 The Role of Coaches in Hazing Awareness and Prevention	5
5 The Role of Student-Athletes in Hazing Prevention	8
6 The Role of Team Captains in Hazing Prevention	11
Appendix I An Annual Timeline to Address the Issue of Hazing Prevention	14
Appendix II The Terminology of Hazing	16
Appendix III Anti-Hazing Messages.....	19
Appendix IV Alternatives to Hazing	20
Appendix V The Myths and Truths of Hazing	22
Appendix VI Examples of Hazing	24
Appendix VII The Hazing Test	26
Appendix VIII Hazing Prevention Resources	27

1 Introduction

NCAA legislation describes a [shared responsibility](#) between the NCAA national office and the NCAA member institutions [to protect the health and safety](#) of all student-athletes!

This shared responsibility demands attention to the **'Culture of Hazing'** on our campuses. Every year, NCAA schools experience hazing incidents that result in serious physical or emotional injury. Students seeking acceptance on their new team become victims! Each incident is disguised in the inappropriate and misguided concept of a **traditional initiation**. Traditions that harm must be replaced with ones that build character and strengthen teams.



Administrators, coaches, and student-athlete leaders and captains need to know:

- What hazing is;
- Why athletes and teams haze - **the myths**;
- What hazing actually does - **the truth**; and
- Educational programs and positive approaches to team building.

This handbook provides information and resources for NCAA administrators, coaches and student-athletes so that each campus can maintain a healthy and safe environment for all its student-athletes!

**“Traditions that harm
must be replaced with
ones that build
character and
strengthen teams.”**

A departmental approach to hazing prevention can create just such an environment. The effort to create a change in attitudes and behavior will be worth the effort if it prevents one student-athlete from a humiliating or degrading experience, physical injury or psychological harm, as a result of a hazing incident!

Critical Concepts in Hazing Prevention:

- Pre-emption and prevention is much more effective than reaction.
- Defining hazing helps overcome denial.
- Hazing is denied by using aliases: pranks, stunts, antics, traditions, initiations, rites of passage, bonding, etc.
- Secret meetings are feeding grounds for hazing activities.
- Alcohol reduces inhibitions and the ability to resist or protest.
- “Severity” is not always measured in observed harm — mental distress can be just as devastating to the individual as physical injury.
- Tolerance for little hazing usually leads to Big Hazing.
- Where there is a power imbalance, there is a risk of coercion.
- Many quit and walk away from careers in athletics rather than telling about the hazing they faced.
- Open honest discussion, coupled with strongly enforced policy, prevents hazing.

Definition of Hazing:

Any act committed against someone joining or becoming a member or maintaining membership in any organization that is humiliating, intimidating or demeaning, or endangers the health and safety of the person.

Hazing includes active or passive participation in such acts and occurs regardless of the willingness to participate in the activities! Hazing creates an environment/climate in which dignity and respect are absent.

2 Objectives

1. **To define hazing and the types of activities** that contribute to its existence.
2. **To define the roles of administrators, coaches and student-athletes in hazing prevention.**
3. **To develop** an understanding of **why students participate** and what it is they think they accomplish (myths) and what hazing really does (truth)!
4. **To present resources and strategies** for hazing prevention educational programming.
5. **To develop** a **timeline for an annual checklist of activities** to prevent hazing.
6. **To encourage you to create** your own list of **alternative activities** for your team and campus that will enhance team bonding and leadership.

Hazing vs. Team Building

Hazing

humiliates and degrades

tears down individuals

creates division

lifelong nightmares

shame and secrecy

is a power trip

Team Building

promotes respect and dignity

supports and empowers

creates real teamwork

lifelong memories

pride and integrity

is a shared positive experience!

The Role of Administrators in Hazing Awareness and Prevention



Many of your student-athletes often believe these MYTHS that hazing will:

- o Accomplish team building and bonding;
- o Instill needed humility in new team members;
- o Establish a hierarchy for leadership and decision-making within the team;
- o Allow individuals free choice regarding their participation; and
- o Be fun and harmless!

Your job is to set the record straight!

What Should Athletics Administrators be Responsible for?

1. **A comprehensive approach to hazing prevention.**
 - An **educational** approach is an absolute necessity.
 - Prevention programs should address the issue at many levels — individual, group, institution, community and public policy.
 - Assure that student-athletes have full **ownership** in hazing prevention efforts and full participation in their definition, education, implementation and adjudication processes.
 - Take advantage of campus and national expertise to assist in the design and implementation of **hazing prevention policies** and practices, including policies covering recruiting and hosting.
 - Ensure that **effective programming** by the institution and its athletics department is supported by **appropriate resources** and priority funding. (See **Appendix VIII**, Hazing Prevention Resources.)
2. **Clearly defined sanctions for documented hazing incidents. Be sure to include student-athletes in developing these sanctions and then see that they are communicated and distributed to all students.**
3. **The integration of hazing education into the Life Skills program as another opportunity for discussion and education.**
4. **The establishment of an effective department-wide means for reporting and investigating alleged hazing incidents, and providing documented procedures for the adjudication process.** Investigations should be conducted by a campus entity outside of the athletics department.
5. **Assuring that legal procedures of your institution in an alleged hazing incident are followed.** Connect with campus judicial affairs colleagues and the Dean of Students to establish working relationships and a full understanding of institutional policy.
6. **Be prepared to address inquiries from the media and others with the best public relations procedures and relevant information.**

The Role of Coaches in Hazing Awareness and Prevention



Coaches:

- **Your attitude** and willingness to address hazing will be a major factor in its prevention on your team!
- **Understand the reasons** why hazing happens!
- Know the differences between **what hazing really does versus what your student-athletes believe it does!**
- Send an appropriate **anti-hazing** message that spells out the **consequences for non-compliance!**
- Your policies need to be **communicated, distributed in writing, and enforced** openly if an incident occurs!
- Your anti-hazing program must start **during the recruiting process**, and needs to be **emphasized** all year long.
- Be sure that everything you do contributes to an environment of **civility, respect and dignity** for everyone!



What Should Coaches be Responsible for?

- Take an **emphatic position about treating everyone with total respect** at all times from the moment they set foot on your campus, even during recruiting. This message needs to be heard by all team members, frequently! (See **Appendix III**, Anti-Hazing Messages.)

The Role of Coaches in Hazing Awareness and Prevention

- Conduct open discussions to help you understand your team's views and activities. Alumni sources may be willing to elaborate! Confirm that any alumni you engage in programming fully understand hazing issues so that they do not perpetuate harmful traditions.
- Avoid addressing new team members using power terms such as "rookie." This says to the new player, "You're not the same as everyone else!" Avoid any other words or actions that create division between your veterans and new players.
- **Address the issue of hazing annually and consistently**, and put your team rules in writing. It is a "must" conversation for you and your team, regardless of how uncomfortable it may be. Spell out the consequences for non-compliance and what your expectations are for your team members toward each other on and off the field of play! (See the Annual Timeline in **Appendix I**.)
- Involve your team in discussions about this issue and dispel the myths they believe about hazing! Students believe that there is a clear and distinctive difference between someone being "**forced or seriously pressured**" to participate, versus someone who volunteers. They believe if there is no force, it is not hazing! They need to know that **passive participation** can make one a contributor! And that "**consent**" **does not rule out hazing**.
- Explain that **hazing occurs when there is an expectation**, whether implicit or explicit, that to be accepted or part of the group, student-athletes must participate in the activity. An expectation can subtly coerce athletes to do things they would not normally do.
- Ensure that **your team is involved** with establishing the policies and procedures that deal with this issue. They need to take **ownership** of the definitions.
- **Reinforce the message that what counts most is your players' work and dedication.** The desire to be on your team renders the new athlete powerless when confronted by an upper-class teammate. New students will take the **path of least resistance**. They need to hear you talk about demonstrating a **positive attitude**, having the **initiative** to do what is needed, and displaying a **strong work ethic**. The coach is the determining factor on who makes the team and who plays, not their teammates. **They need to be told to walk away from any hazing and know that you will support their actions!**

The Role of Coaches in Hazing Awareness and Prevention

- Help your team develop **positive traditions** that are **significant** and **meaningful** and that contribute to their bonding and coming together as a group. This important strategy will help reduce the temptation to use hazing as a means of team bonding.
- Support **leadership training** for your captains and define your expectations for their role within the team. Be sure that you have the right person to step up to that responsibility, even if it means you make the captain an appointed position. Other than yourself, the captain will be the most significant person in the prevention of hazing within your team!
- Talk about what it is you expect from your athletes besides what you get on the field. You expect to **build character** — what does it mean? You expect a sense of **good values** — what are they? Demonstrate in your own actions that **caring about one another** may be the most valued characteristic you may want them to acquire. It doesn't happen if you don't care or talk about it!
- Accept this responsibility as part of your job. **Hazing** incidents that end in tragedy or a lawsuit can ruin the careers of athletes and coaches! One hour at the start of each season on hazing prevention could prevent a season of disaster. **Be emphatic, be patient, but be persistent** in your attempt to erase this kind of activity from athletics and all of our campuses.
- Take all of the above **SERIOUSLY!**

“This leadership training program helped me think about myself and my core values — what I believe and want to instill in my teammates. This is very valuable in helping me better understand my teammates, helping me lead in a positive manner, and not to be afraid to ask for help.”

The Role of Student-Athletes in Hazing Prevention



What You Should Know

Hazing

- **Has caused a team's season to be cancelled** at various NCAA institutions!
- **Has caused a student-athlete's institutional eligibility** to be taken away!
- **Has caused student-athletes to be arrested**, because it is **against the law in most states!**
- **Has caused student-athletes to have to appear in the court system at their own expense!**
- **Has caused teams to be torn apart and fragmented!**
- **Has caused serious physical and psychological injuries, and even deaths!**

Team Discussion Questions

1. What makes you feel accepted by your teammates and coach?

Is it playing time?

Is it being socially included at all times?

Is it interest in you as a person from upper-class teammates, aside from being an athlete?

Is it having your coaches give you "the time of day"?

Do you need to have your coaches and teammates talk to you off the field or court?

Do you feel respect from the rest of the institution, or are you looked at as a non-contributing student?

2. Why is it that you chose **to participate** in athletics?

You chose to be involved with athletics to:

- a. Challenge yourself physically and emotionally.
- b. Enjoy the excitement of competition.
- c. Develop friendships and the camaraderie of teammates.
- d. Set goals and work toward accomplishment.
- e. Enhance one's self-confidence and pride.
- f. Build on the value of community.
- g. Enjoy the experience and have fun!

3. What do you think will be the **most positive outcome** of your participation?

The most positive, lasting outcomes of athletics are the relationships established through mutual respect with teammates and coaches, which last a lifetime!

The Role of Student-Athletes in Hazing Prevention

4. What do you know about **traditions** and why do they exist?
Traditions are time-honored acts that repeat the customs and beliefs of a culture. They are honorable and instill a sense of pride in its members!
5. What purpose does **an initiation** serve and what place does it have in athletics?
Initiations are designed to instruct new members in the principles of an organization. They are ceremonial in nature and often carry a spiritual significance, and should be instructive. By joining an athletic team, one should expect to learn customs and procedures, but should never have to prove his or her **right to be respected and treated with dignity at all times.**
6. What do you **believe that the hazing** of a teammate or yourself accomplishes?
 - **Hazing** does not bond a team, quite the opposite it tears it apart!
 - **Hazing** does not instill pride in the team ... it humiliates the victims and the team!
 - **Hazing** does not allow freedom of choice to participate; it creates an environment of expectations, leaving the victim powerless to choose!

Here is a team captain's quote after her softball team was involved in and sanctioned for hazing!

“...The intention was to have a fun night of team bonding, not to humiliate or embarrass anyone.... We realize it didn't benefit us, or improve our skills. It didn't make us close as a team, in fact just the opposite occurred! Our fall season was cancelled as was our Spring Break and our team is on probation. Playing is a privilege not afforded everybody and with the privilege comes a responsibility to our team, our school and ourselves.”

The Role of Student-Athletes in Hazing Prevention

What you can do to prevent hazing among your teammates:

1. Review the list of questions that would clarify if activities are hazing. (See **Appendix VII**, The Hazing Test.)
2. Understand what constitutes hazing and insist that this is discussed with coaches and teammates. (See **Appendix V**, The Myths and Truths of Hazing, and **Appendix VI**, Examples of Hazing.)
3. Plan alternative activities for your team that will enhance team bonding and be sure that all players and coaches are involved. (See **Appendix IV**, Alternatives to Hazing.)
4. Make caring about one's teammates a high priority for success and be conscious of any potential hazing incidents that may occur within your team! **Talk about what it means to care!**
5. Discuss among your coaches and teammates how and who you would report potential incidents that could be considered, or lead to, hazing. Any team's problems will reflect poorly on your institution!
6. From day one, understand that acceptance by the team you are joining and your contribution to its success, will be developed through:

- **A strong work ethic;**
- **A positive attitude; and**
- **Your initiative.**



Seek advice from your coaches, administrators, athletic trainers, professors, student affairs officers, Life Skills personnel or even your parents!

The Role of Team Captains in Hazing Prevention



What Should the Team Captain be Responsible for?

1. Your first responsibility is to **meet with your coach and define the expectations** of your position. With the expectations should come the identification of skills and knowledge that you need and how you will acquire the necessary information. You might request a seminar on leadership, administered by your institution, for all captains.
2. As a captain, you can be **held accountable for hazing** activities within your program and as such, could be legally charged in a hazing incident.

3. Be familiar with all the terms that help to understand why hazing occurs:

- **Passive participation;**
- **The path of least resistance;**
and
- **Athletic identity.**

(See **Appendix II**, The Terminology of Hazing.)

4. Make sure discussions about hazing occur with your team, including the coaches! Encourage members to speak up without fear of retribution! Simply defined, hazing is:

- Any act committed against a student who is trying to join a new group that is **humiliating or demeaning, or endangers** the student's health and safety.
- Hazing can occur **regardless of CONSENT or WILLINGNESS** to participate. If you chose not to take part but knew what was going on, you are part of the problem!

5. Become familiar with the myths and truths of hazing and utilize these concepts in team discussions with your coaches! (See **Appendix V**, The Myths and Truths of Hazing.)



The Role of Team Captains in Hazing Prevention

6. Discuss team strategies to welcome new members. Set a **climate and environment** that insists that everyone — from your new members to your veteran seniors — be treated with **dignity** and **respect**. How do you do that and bond together at the same time? (See **Appendix IV**, Alternatives to Hazing.)
7. Ensure that **new members** know you will support them in resisting any participation in hazing activities. Include a discussion about recruiting and hosting and the responsibility of hosts in setting a tone of respect. (See Northwestern University Prospective Student-Athlete Recruiting Policy in **Appendix VIII**.)
8. Create “meaningful” traditions, ones that develop pride among the team and in which everyone’s dignity is respected! (See **Appendix IV**.)
9. Along with your coaches, set guidelines for the team’s conduct and for the reporting of hazing incidents. Reports should ultimately be made to the director of athletics. Reports can be initiated by any of the following:
 - Team Captains
 - Coaching Staffs
 - Athletic Training and Sports Medicine
 - Sports Information
 - Athletics Administration
 - Student Affairs
 - Campus Security or Police
 - Parents
 - Faculty or Staff
 - Equipment Staff
10. Emphasize that coaches do not play an athlete due to his or her willingness to be subjected to **hazing!** Athletes play because they have:
 - a. A **Positive Attitude**;
 - b. A strong **Work Ethic**; and
 - c. An **Initiative** to do what is needed and what is right!
11. Use the **Hazing Test** and **Examples of Hazing** in team discussions. (See **Appendixes VII and VI**.)



The Role of Team Captains in Hazing Prevention

12. Support educational programs on the following topics:
 - Understanding Team and Group Dynamics
 - How to Effectively Communicate with the Team
 - Recruiting/Host Policies
 - Intervention Skills
 - Listening Skills
 - Decision-making Skills
 - Health Issues (alcohol and other drugs, eating disorders, injury rehabilitation)
 - Conflict Resolution Skills
 - Codes of Ethical Conduct
 - Expectations for Sportsmanship or Acceptable Standards of Behavior
 - Rules and Regulations of the Institution and Community, and State laws

13. Recognize that you have tremendous **power** over the newest members of your team, but it would be wise to use your **influence** with them to encourage their best performance rather than exert your power status in an attempt to maintain a hierarchy!

14. **Understand and accept** your role as a leader and teammate and be **proud** that you were chosen to lead or be on this team. Take the time to reflect upon the reasons why you have ascended to this position and what it will mean to you now and forever!

One team captain's quote after participating in Captains' Leadership Training:

“It helped me to empathize and recognize similarities between myself and others. I gained insight into the many roles and responsibilities we have as leaders in the athletics community. We can make a positive impact!”

An Annual Timeline to Address the Issue of Hazing Prevention

During the Recruiting Process

- Provide your institution's and specifically your team's written policy to all recruits and hosts that **defines hazing, consequences of participation**, ways to avoid participation, and methods of reporting incidents without fear of retribution!

Before the Preseason and Throughout the Year

- Conduct a **leadership workshop** and regular meetings for your captains to give them the **knowledge and skills** necessary for being successful and effective team leaders. Include the athletics department's and your team's responsibilities and expectations to fulfill their role as captains.
- **Provide information** on hazing that student-athletes will use as a reference and reminder of what is appropriate student behavior.

At the First Team Meeting

- Discuss, develop and distribute current anti-hazing policies of the team, institution, conference and NCAA.
- Provide student-athletes with a written definition of what constitutes hazing.
- Have each student-athlete sign a Code of Conduct form that includes hazing prevention.

Early During First Week or Preseason

- **Conduct an educational program on hazing** through use of NCAA speakers, your own campus experts, national programs, and/or Power Point presentations. All programming should be designed to generate thought and discussion!
- Provide an **orientation seminar for first-year student-athletes** on this issue and be sure to include written procedures for reporting potential hazing situations and incidents, and methods to be used in avoiding a hazing environment!

Periodically Throughout the Season

- Use constant reminders of the institution's view on anti-hazing through **posters, bookmarks and handouts**, and the resultant consequences for participation in these types of activities.
- Provide anti-hazing **messages on team handouts**, itineraries, game plans, scouting reports and other publications. (See **Appendix III.**)

An Annual Timeline to Address the Issue of Hazing Prevention

Before All Trips and Travel

- Before **spring trips and during semester breaks** when teams spend their time on campus, be sure to reiterate the policies on hazing.
- Remind all team members that hazing policies are in effect **everywhere, 24 hours, seven days a week.**

Start of Second Semester

- At the first team meeting, reiterate your position on team rules and re-emphasize the anti-hazing message. Start with a recent press article from some other institution, which you can find under News at www.Stophazing.org.
- Be sure any **new student, transfer or mid-year admitted students** are provided all written material on hazing and team rules, and that your position is heard very clearly.



End of the Year

- Conduct exit interviews with graduating and departing students for the purpose of hearing about team conduct and behaviors that are related to hazing. Ensure those you have interviewed that the information is for educational endeavors and not punishment or discipline purposes!
- Use information from the interviews in your planning process for new programs and initiatives for the coming year.

The Terminology of Hazing

Athletic Identity: This is often defined as an athlete's view of his or her self, in terms of his or her role on the team and the expectations for his or her performance! The stronger the sense of one's athletic identity, the more importance he or she places on being accepted by the athletic environment he or she is attempting to join. Consequently, there is a greater risk of participation in hazing activities in a misguided attempt to reinforce acceptance by teammates.

Bonding: A binding or uniting force. Hazing, however, is divisive and will likely cause new members to be pitted against veterans, causing feelings of alienation and mistrust! These are not factors in establishing unified teams! Nothing bonds a team together more than success on the field, achieved through the sacrifices of hard work and caring for one another!

Bullying: The unacceptable actions of pre-adolescent children exerting power or influence over smaller, younger children. Bullying tactics are often the result of size difference or an intimidating aggressive character! Bullying may be a precursor to hazing.

Climate/Environment: Any setting in which total respect for everyone's dignity is not present can lead to a hazing climate/environment. Policies that deter humiliating, demeaning or endangering activities must be established at all times! A positive athletics environment is a solid foundation to eliminating hazing.



The Terminology of Hazing

Consent: Even if someone agrees to participate in a potentially hazardous action, it may not be true consent because of peer pressure, intentional or unintentional threats, and withholding of information or full disclosure.

Culture: The attitudes, beliefs, behaviors and traditions of a group, which help to define its society. The hazing culture contributes only negatively to an institution or athletics program and does not build. It tears down, it tears apart and it destroys!

Dignity: Defined as “the quality or state of being worthy,” in which everyone is born! Perpetrators of hazing try to discredit their newest members’ sense of self-worth by attacking their dignity through humiliation, guised as an attempt to prove their worthiness to be accepted into the group.

Hazing: Any act committed against someone joining or becoming a member or maintaining membership in any organization that is humiliating, intimidating or demeaning, or endangers the health and safety of the person.

Hazing includes active or passive participation in such acts and occurs regardless of the willingness to participate in the activities! Hazing creates an environment/climate in which dignity and respect are absent!

Subtle Hazing: Behaviors that emphasize a power imbalance between new members and veterans of the group or team. Too often they are mistakenly accepted as “harmless.” Most often they involve ridicule, embarrassment and humiliation, and could even be considered as harassment! Some new members seem to expect such treatment (e.g., name calling, etc.) and endure it for the sake of acceptance!

Harassment Hazing: Behaviors that cause emotional anguish or physical discomfort that puts unnecessary stress upon the victims (e.g., verbal abuse and threats, etc.).

Violent Hazing: Behaviors that have the potential to cause physical and/or emotional harm (e.g., beating, branding, excessive exercise, forced alcohol consumption, etc.)

The Terminology of Hazing

Hidden Harms: Mental hazing can leave lasting psychological scars. Some hazing victims report that the mental hazing they endured was worse than being physically abused. In addition, because of earlier trauma, what may seem like a prank to some may be emotionally distressing to others.

Initiations: An induction to a group or organization through special ceremonies that hold meaningful relevance. An initiation that asks the victim to sacrifice his or her values and participate in humiliating and endangering activities is misguided and has no relevance in athletics.

Passive Participant: An individual member of the hazing group who stands by and watches the hazing activity perpetrated upon another victim and chooses not to do or say anything that would or could change the course of action. The passive participant becomes as much of the problem as the perpetrators themselves, makes them a contributor and perpetuates the hazing culture!

Perpetrators: Individuals who exercise their power and control over the newest members through subtle, harassing or violent hazing that humiliates, degrades and/or endangers.

Positive Team Building: Team activities that promote team unity and growth through exercises that support the dignity of all members of the team.

Tradition: Traditions are important, and are intended to hand down honorable customs! They instill a sense of value and pride in the existing members. Traditions that are meaningless, such as hazing, have no place in athletics. It is imperative for coaches and team leaders to establish meaningful traditions that are time-honored.

Anti-Hazing Messages

These messages can appear on locker-room signs, scouting reports and any team handout, and become part of an athletics department handbook. Add your own anti-hazing messages.

- Everyone deserves **total respect** at all times.
- Hazing **destroys**, it doesn't build.
- Hazing is **adult bullying**.
- Hazing **tears teams apart**. Fragmented teams don't win!
- Are your actions always **dignified**?
- Do you know your parents are **proud** of you? How about your teammates?
- **Friendships** from this team will last forever!
- A hazing incident involving your team will be a total **embarrassment and a painful** experience.
- There is no traditional value in hazing! **None!**
- Any initiation of value has a **meaningful significance to everyone!**
- It takes **courage** to walk away from hazing!
- Courage **comes from the heart** — follow yours!
- It takes **character** to believe in the inherent **dignity of all!**
- People with **character** have good **hearts**, and the **wisdom** to know right from wrong!
- It takes **discipline** to do the right thing, even when it is difficult.
- Deciding to be **honest and true to your values** should never be an issue for you!
- Don't act on **impulse**; question the moment and its purpose!
- **You** are the only one who can **control your attitude and actions!**
- **You** are **responsible for your own actions**, even when a part of a group!
- Being **loyal** to a group should never put a person in a position to be humiliated or endangered!
- **Trusting** each other is the **foundation** on which all good teams are built!
- All good **relationships** are built on trust! No one trusts those who abuse him or her!
- **The benefits of resisting** hazing outweigh the risks to your team and your school if hazing occurs.
- You can **never lie** to yourself!

Appendix

IV

Alternatives to Hazing

Meaningful Traditions You Can Start to Replace Hazing Activities!

Purposeful Actions that Can Assist Team Bonding!

- Establish upper-class **mentors** for new student-athletes.
- Design and complete a **community service** project during the preseason.
- Attend a team-building **ropes course** to build unity among new and veteran players.
- Establish a **ceremonial presentation** of game uniforms to new players before the first contest!
- Participate in a **community service project**, followed by dinner (cookout, picnic, etc.).
- Hold a “**Meet the Parents and Families of New Players Day**” before the first contest.
- Hold a community “**Meet the Players Day,**” and hand out team schedules and posters.
- Arrange for community families to **adopt a new player** each year for support at events for which their own family can't be present!
- Purchase **team jackets** to wear on campus or as a travel outfit.
- Hold a meeting after each game during which upper-class and new student-athletes are recognized for their **contributions to the week's** event.
- Have seniors take new student-athletes **to dinner** out on the town, accompanied by one of the coaches.
- Establish a tradition of recognizing each **new student-athlete's birthday** with a pizza party.
- Hold a “**Meet the President, Vice President and Athletic Director Night**” and have an upperclassman introduce the new student-athletes.
- **Send photos** of the current captain and new student-athletes to their local newspaper with a personal story about each!
- **Have veterans call new players** before they arrive on campus as a welcoming gesture.
- Have **holiday-time phone calls** from the captain to all new first-year players.
- **Take the team** hiking, canoeing, rafting or bowling.
- Compete with each other in other **team games**, such as skiing, basketball, hockey and swimming, splitting the team equally between new members and returning members.
- Go to senior/first-year **movie nights!**
- Select a team “**Unsung Hero of the Week**” and publicize his or her contribution to the program.
- Have a veteran and new player together **adopt an elementary class** and visit it periodically to read or share time together! Have the class come to a game.
- Have your team visit the **children's ward in a hospital**, a nursing home or a homeless shelter!
- Conduct a **team food drive** for the local food pantry.

Alternatives to Hazing



- Create an event (e.g., put on a spaghetti dinner) with another **team from the athletics department** as a fundraiser for a local charity. Have a meal exchange with the other team!
- Have veteran players **invite new players to their place of worship** before the first Sunday of the preseason or academic year.
- **Order team T-shirts** with sayings, such as “Nobody Outworks Us!”, “ We Respect Everyone,” or “Our Courage comes from the Heart!”
- Allow each returning student-athlete time to reflect on what **the organization means to him/her!**
- Have your team sponsor a **Youth Night in the gym for local children**, and pair new and returning student-athletes as teachers/coaches/activity leaders.
- Invite a **motivational speaker** to talk about topics, such as “A Positive Attitude and Work Ethic” and “About Being a Good Teammate.”
- Organize semester breaks for groups to **take part in Habitat for Humanity.**

The opportunities are endless, but they need your courage and creativity!



The Myths and Truths of Hazing*

Myth: Initiations are acceptable practices and hazing is synonymous with initiation. So, it is acceptable, correct?

The Truth: No!

Initiations and rituals are elements of any culture, but they are associated with a **ceremonial significance** and **spiritual relevance**. They are **meaningful experiences** in which no one becomes a victim!

Myth: Traditions are important to teams and need to be kept alive!

The Truth: Yes...but,

Traditions should be honorable and instill a sense of pride in its members! There is no pride in hazing someone who becomes a victim! No one would tell his or her children about the “time-honored hazing incident!”



Myth: Hazing is no more than a joke on someone, a foolish prank that sometimes goes awry!

The Truth: Wrong!

Hazing is an act of power and control over new members, usually younger and inexperienced, who are powerless and become victims! This is not a prank; it is about victimization. It is abusive, degrading and sometimes life-threatening!

*The Myths and Truths of Hazing**

Myth: Hazing is an effective way to teach respect and discipline!

The Truth: Hazing is more likely to cause dissension than to build team morale.

Respect in athletics must be **earned through performance** and a work ethic — it can't be **demanded!** Hazing does the opposite — it builds **anger and mistrust!**

Myth: As long as there is **no malicious intent**, a little hazing should be acceptable. It's fun!

The Truth: No hazing is acceptable, and many times what may be considered minor hazing can get out of hand quickly.

Regardless of intent, serious accidents and traumatic actions can occur. No level of hazing is acceptable.

Myth: Everyone participated **voluntarily**, so it can't be considered hazing.

The Truth: Wrong!

The willingness to participate has nothing to do with whether or not hazing took place! **It is the creation of an unhealthy environment or climate** that is void of dignity and respect for everyone that is the determining factor! Peer pressure can coerce participation on the part of both the hazer and the hazed.

Myth: Hazing brings us together as a team or group and helps us to **bond**.

The Truth: Not meaningful bonding!

Hazing is more likely **to divide**. A team is brought together by hard work in practice that leads to success, or through the lessons of victory and defeat during which you learn to count on each other.

*Adapted from Death by Hazing, Sigma Alpha Epsilon, 1998.

By participating in hazing activities you are sacrificing your values!

Appendix

W

Examples of Hazing*

A. SUBTLE HAZING

Behaviors that emphasize a **power imbalance** between new members and other members of the group or team. They are termed “**subtle hazing**” because they are often **inappropriately taken-for-granted** or accepted as harmless or meaningless. Subtle hazing typically involves activities or attitudes that breach reasonable standards of mutual respect, and place new members on the receiving end of **ridicule, embarrassment and/or humiliation**. New members often feel the need to endure subtle hazing to feel like part of the group or team. (Some types of subtle hazing may also be considered harassment hazing.)

Some Examples:

- Deception
- Assigning demerits with implied consequences
- Silence periods with implied threats for violation
- Deprivation of privileges granted to other members
- Requiring new members to perform duties not assigned to other members
- Socially isolating new members
- Line-ups and drills/tests on meaningless information
- Name calling
- Requiring new members to refer to other members with titles (e.g., Mr., Miss), while they are identified with demeaning terms (rookie, fresh meat, dogs)
- Expecting certain items to always be in one’s possession

B. HARASSMENT HAZING

Behaviors that cause **emotional anguish or physical discomfort** required of those new team members joining the group. Harassment hazing **confuses and frustrates, and causes undue stress**, for new members. (Some types of harassment hazing can also be considered violent hazing.)

Some Examples:

- Verbal abuse
- Threats or implied threats
- Asking new members to wear embarrassing or humiliating attire
- Stunt or skit nights, with degrading, crude or humiliating acts

Examples of Hazing

- Expecting new members to perform personal service to other members, such as carrying books, errands, cooking, cleaning, etc.
- Sleep deprivation
- Sexual simulations
- Expecting new members to be deprived of maintaining a normal schedule of bodily cleanliness
- Expecting new members to harass others

C. VIOLENT HAZING

Behaviors that have the potential to, and frequently do, cause **physical and/or emotional**, or psychological harm.

Some Examples:

- Forced or coerced alcohol or other drug consumption
- Beating, paddling or other forms of assault
- Branding
- Forced or coerced ingestion of vile substances or concoctions
- Burning
- Water intoxication
- Expecting abuse or mistreatment of animals
- Public nudity
- Expecting illegal activity
- Bondage
- Abductions/kidnaps
- Exposure to cold weather or extreme heat without appropriate protection

*From www.Stophazing.org.

VII

The Hazing Test

The following questions are intended to help captains of athletics teams and student leaders to think about issues of hazing when planning activities.

- Is this a team or group activity in which members are encouraged or expected to attend and in which minors are consuming alcohol?
- Will current members refuse to participate with the new members?
- Does the activity risk emotional or physical abuse?
- Is there a risk of injury or a question of safety?
- Would you have any reservations describing the activity to your parents, coach, professor or university official?
- Would you object to the activity being photographed for the school newspaper or local television news?



Hazing Prevention Resources

Informational Web sites

The National Hazing Study: www.hazingstudy.org

Alfred University Study of Hazing in College Sports:
www.alfred.edu/sports_hazing/executivesummary.html

Cornell University Hazing Prevention: www.hazing.cornell.edu/issues/resources.html

Hank Nuwer's Hazing Journal: hazing.hanknuwer.com

MASH - Mothers Against School Hazing: www.mashinc.org

NCAA Hazing Prevention Resources: NCAA.org/health-safety, see Hazing.

National Hazing Prevention Week: www.nhpw.com

Reel Psychology, LLC (Dr. Susan Lipkins): www.insidehazing.com

San Jose State University Alternative Activities: www.kin.sjsu.edu/faculty/jjohnson

Stop Hazing.org: www.stophazing.org

Sample Campus Policies and Programs (on following pages)

Saint Michael's College

Hazing Prevention Efforts

Southern Methodist University Hazing Policy

Bates College Student-Athlete Agreement

Florida State University Hazing Policy

Northwestern University Hazing
Prevention Program and Recruiting Policy

Rowan University Student-Athlete Agreement

Towson University Student-Athlete
Conduct and Expectations

University of Vermont Student-Athlete Agreement

Pennsylvania State University Code of Conduct

Chalk Talk: Athletic Team Hazing and Sexual or Gender Humiliation



Saint Michael's College Athletics Hazing Prevention Efforts

Saint Michael's College uses a **three-pronged approach** to prevent hazing in its athletics program:

- **The hazing policy is included in the Student-Athlete Handbook, which is presented every year at the annual NCAA eligibility meeting in both booklet form and as a PowerPoint presentation.**

Hazing Policy (in Student-Athlete Handbook)

Saint Michael's College has a zero tolerance policy on hazing, and the consequences can be severe.

Participation in hazing activities may lead to individual disciplinary action, team disciplinary action and/or termination of the team or student organization.

The College defines hazing as any action or activity that recklessly endangers the physical or mental health of a person, or that violates the dignity of another person. Hazing is further defined as any activity that is expected of someone to join a group or team that humiliates, degrades, abuses or endangers them, regardless of intention or willingness to participate. Initiation activities and initiation parties fall into this category. The College enforcement of hazing will prevail regardless of whether it is conducted on or off the College premises.

Hazing activities may include but are by no means limited to the following team functions: use of alcohol; nudity; paddling in any form; branding or shaving; creation of excessive fatigue; consumption of excessive and/or an unusual combination of food; physical and psychological shocks; quests, treasure hunts, scavenger hunts, road trips or any other such activities conducted on or off campus; wearing of apparel that is conspicuous and not normally in good taste; engaging in public stunts and buffoonery; morally degrading or humiliating games and activities; and any other activities that are not consistent with state and local law (including legal drinking age), or the regulations and policies of Saint Michael's College.

Hazing Prevention Resources

- At the NCAA eligibility meeting, students sign NCAA forms and other statements specific to Saint Michael's College. One of those institutional statements is on hazing and is outlined below.

Hazing and Initiations

I have seen the film "Preventing Hazing."

I acknowledge the risks of hazing and initiation activities, have been informed of the zero tolerance of hazing at Saint Michael's College, and understand that there are severe penalties for all parties involved in hazing (including suspension/expulsion from the team or school and cancellation of the season). I certify I will not engage in hazing or initiation activities.

Student-Athlete Signature

Date

- Hazing is addressed in the required social contract for each team each year. The team social contract is discussed and signed by all team members EVERY YEAR before competition. Minimum expectations that are expected of all teams are outlined and each team may add to them. Here is the part of the social contract that is specific to hazing.

Hazing and Initiation Issues:

We fully understand the College zero tolerance policy towards hazing and initiation activity. We will not engage in any hazing or initiation activity as defined by the Student-Athlete Handbook. We understand the consequences will be severe, and may result in suspension, probation or expulsion from the team or from the College, the team may be disbanded entirely, and competition may be canceled. We further agree to provide an environment that is free from harassment of any kind.

Additional Team Commitment:

(Each team may include language here that addresses additional expectations.)

Southern Methodist University Hazing Policy

The following section on hazing is from Texas state laws. It is part of the SMU Student Code of Conduct (Section 3.15) and is to be taken extremely seriously.

Hazing means any intentional, knowing or reckless act, occurring on or off the campus of an educational institution, by one person alone or acting with others, directed against a student, that endangers the mental or physical health or safety of a student for the purpose of pledging, being initiated into, affiliating with, holding office in, or maintaining membership in any organization whose members are or include, students at an educational institution.

The term [hazing] includes, but is not limited to:

- A. Any type of physical brutality, such as whipping, beating, striking, branding, electronic shocking, placing of a harmful substance on the body, or similar activity.
- B. Any type of physical activity, such as sleep deprivation, exposure to the elements, confinement in a small space, calisthenics or other activity, that subjects the student to an unreasonable risk of harm or that adversely affects the mental or physical health or safety of the student.
- C. Any activity involving consumption of a food, liquid, alcoholic beverage, liquor, drug or other substance that subjects the student to an unreasonable risk of harm or that adversely affects the mental or physical health or safety of the student.
- D. Any activity that intimidates or threatens the student with ostracism, that subjects the student to extreme mental stress, shame or humiliation, that adversely affects the mental health or dignity of the student or discourages the student from entering or remaining registered in an educational institution, or that may reasonably be expected to cause a student to leave the organization or the institution rather than submit to acts described in this subsection.
- E. Any activity that induces, causes or requires the student to perform a duty or task that involves a violation of the Penal Code.

Personal Hazing Offense

A person commits a [hazing] offense if the person:

1. Engages in hazing;
2. Solicits, encourages, directs, aids, or attempts to aid another in engaging in hazing;

Hazing Prevention Resources

3. Intentionally, knowingly or recklessly permits hazing to occur;
4. Has firsthand knowledge of the planning of a specific hazing incident involving a student in an educational institution; or
5. Has firsthand knowledge that a specific hazing incident has occurred, and knowingly fails to report it in writing to the dean of students or other appropriate official of the institution.

Organization Hazing Offense

An organization commits a [hazing] offense if it condones or encourages hazing, or if an officer or any combination of members, pledges or alumni of the organization, commits or assists in hazing.

Consent Not A Defense

It is not a defense to prosecution of an offense under this subchapter that the person against whom the hazing was directed consented to or acquiesced in the hazing activity.

Immunity from Prosecution

1. In the prosecution of an offense under this subchapter, the court may grant immunity from prosecution for the offense to each person who is subpoenaed to testify for the prosecution and who does testify for the prosecution.
2. Any person reporting a specific hazing incident involving a student in an educational institution to the dean of students or other appropriate official of the institution is immune from liability, civil or criminal, that might otherwise be incurred or imposed as a result of the report. Immunity extends to participation in any judicial proceeding resulting from the report.
3. This section does not protect a person reporting an incident in bad faith or with malice.

Bates College Department of Athletics

Student-Athlete Agreement Concerning Hazing and Dangerous Initiation Activities

The Athletics Department strictly prohibits hazing of any kind as well as dangerous initiation activities. The Athletics Department defines hazing and/or dangerous initiation activities as

“any action taken, created, or situated which intentionally or recklessly subjects any person to the risk of bodily harm, mental or physical discomfort, embarrassment, harassment, or ridicule; or causing or encouraging any person to commit an act that would be a violation of law or college regulations; for the purpose of initiating, promoting, fostering, or confirming any form of affiliation with a student group or organization.”

Actions and activities which are prohibited by the Athletics Department include, but are not limited to, the following:

1. Any activity or action that creates a risk to the health or safety of another person.
2. Any type of initiation or other activity where there is an expectation of individuals who are joining a particular team to participate in behavior designed to humiliate, degrade, or abuse them, regardless of the person's willingness to participate.

Examples of prohibited behavior include, but are not limited to:

- forcing, requiring or pressuring the consumption of alcohol or other drugs;
- forcing, requiring or pressuring the ingestion of any substance;
- forcing, requiring or pressuring the shaving of any part of the body, including hair on the head;
- forcing, requiring or pressuring the participation in any activity which is illegal, perverse, publicly indecent, or contrary to the individual's genuine moral beliefs, e.g. public profanity, indecent or lewd conduct, or sexual gestures in public;
- forcing, requiring or pressuring an individual to tamper with or damage College property;
- dietary restrictions of any kind;
- sleep deprivation;
- creation of excessive fatigue;

Hazing Prevention Resources

- paddling, whipping, beating or physical abuse of any kind;
- forced tattooing or branding;
- calisthenics or any type of physically abusive exercise;
- exposure to the elements;
- compulsory servitude;
- work projects without the participation of the full membership;
- road trips, kidnapping, drop-offs, or any other such activities;
- assigned or endorsed pranks, such as borrowing or stealing items, painting property or objects, or harassing other individuals or groups;
- morally degrading or humiliating games or activities;
- verbal or cruel harassment, including yelling and screaming;
- line-ups, kangaroo courts, or any interrogation not consistent with the legitimate testing for information about the purposes and history of the team;
- any activity which interferes with one's ability to study or complete one's course of study;
- forcing, encouraging, or pressuring the wearing of apparel in public which is conspicuous, not normally in good taste, or designed to humiliate the individual(s) wearing it;
- participation in sexual rituals or assaults and/or required nudity;
- mentally abusive or demeaning behavior;
- deception or threat contrived to convince the new member that she/he will not be permitted to join;
- requiring the answering of phones or doors with songs, chants, or riddles;
- requiring yelling or screaming upon entering or leaving a facility;
- requiring new members to "greet" initiated members;
- activities that promote or encourage the violation of state law or college policy;
- collective behavior such as marching;
- requiring members to escort each other on campus;
- dressing alike, etc.; and
- requiring the carrying of items such as bricks, pumpkins, lunch boxes, items for members, etc.

Hazing Prevention Resources

Name _____ Team _____ Box # _____

I have been given the opportunity to read this policy and understand the following:

(Initial) _____ I understand the policy and regulations of the Athletic Department pertaining to the prohibition of hazing and/or dangerous initiation activities.

(Initial) _____ I understand that if I am found in violation of this policy I will be subjected to the most serious sanction, including suspension from the team. In addition, I am aware that the team may be subject to group discipline that can include team probation, cancellation of individual contests, and/or cancellation of the entire season.

Signature _____ Date _____

Florida State University Hazing Policy

The following section is from the current Florida State University Student Handbook and is part of the Student Code of Conduct. Instances of hazing can be considered either misdemeanors or felonies according to Florida State law.

Hazing is defined as any group or individual action or activity that inflicts or intends to inflict physical or mental harm or discomfort, or which may demean, disgrace, or degrade any person, regardless of location, intent, or consent of the participant(s). Although hazing is related to a person's initiation or admission into, or affiliation with, any student group or organization, it is not necessary to have direct proof that a person's initiation or continued membership is contingent upon participation in the activity for a charge of hazing to be upheld. The actions of either active or associate members (pledges) of an organization may be considered hazing. Hazing includes, but is not limited to:

1. Interference with a student's academic performance.
2. Forced consumption of any food, alcohol, other drugs, or any other substance.
3. Forced physical activity, such as calisthenics.
4. Deprivation of food or sleep.
5. Kidnapping.
6. Any activity that would subject the individual to embarrassment or humiliation.

Please refer to hazing.fsu.edu or the Florida State University Hazing Policy and Section 1006.63 Florida Statutes for more details.

Northwestern University Hazing Prevention Program

“Positive Purple Pride”

Northwestern University forbids hazing and all other activities that interfere with the personal liberty of an individual. The University defines hazing as any action taken or situation created, whether on or off University premises, to produce mental or physical discomfort, embarrassment, harassment, or ridicule for the purpose of initiation into, affiliation with, admission to, or as a condition for continued membership in a group, team, club, or other organization.

The Northwestern athletics department encourages each team to establish positive team-building and leadership activities as a means to build team camaraderie and trust. In that regard, the department has created a grant program that will offer up to \$250 in funding on an annual basis to each varsity team that submits a **“Positive Purple Pride”** funding request that outlines its plan for positive team-building and/or leadership activities (teams that have more than 25 on the roster are eligible to receive up to \$10 per person). The funding will be utilized to offset the cost of the positive team-building activities.

=====

Positive Purple Pride — Request for Funding

Team: _____

Name of Captains: _____

1. Please provide the details of the positive team-building/leadership event(s) you plan to implement for the 2007-08 season.

2. Please explain how this activity will result in a positive team-bonding experience.

Hazing Prevention Resources

3. Proposed date of the event(s): _____
4. Proposed budget (please provide specific information - e.g., cost of activity, cost of transportation, cost of food)
- _____
- _____
- _____
5. Name of person who will receive the reimbursement check: _____
- Signature of Head Coach: _____ Date: _____
- =====
- Request Approved: Yes ___ No ___ Amount Approved: _____ Amount Reimbursed: _____
- Administrative Approval Signature: _____ Date: _____

Northwestern University Department of Athletics and Recreation Prospective Student-Athlete Recruiting Policy (Excerpts)

Introduction

The recruiting process is an important time for both the prospective student-athlete and the Department of Athletics and Recreation. NCAA rules and Northwestern University policies regulate the responsibilities and actions of a student-host and prospective student-athlete on an official visit. Both the student-athlete host and the prospective student-athlete act as official representatives of their respective institutions.

Northwestern University policy states that all official visits must include an appointment with an athletics academic advisor. This requirement is stated in the department's Compliance Manual. In addition, coaches are highly encouraged to request a professor appointment and/or have the prospect attend a class.

In addition to NCAA rules, Northwestern University has instituted this Prospective Student-Athlete Recruiting Policy that is designed to ensure a quality, healthy, and safe experience for all individuals involved in the recruiting process.

Although a student-athlete host is not held directly responsible for the behavior of his or her

Hazing Prevention Resources

prospective student-athlete, the behavior and actions of the student-athlete host can impact the prospective student-athlete's experience during his or her visit. It is our goal to provide a safe and informative experience for the prospective student-athlete while emphasizing the need for the prospect to contribute to the academic mission of our institution upon enrollment.

Before the prospect departs his or her home for the official visit, coaches are required to provide the prospect and his or her parent(s) or guardian(s) a copy of the Northwestern University Prospective Student-Athlete Recruiting Policy.

When the official visit begins, both the student-athlete host and prospective student-athlete are expected to meet with a member of the coaching staff to review and sign a copy of the Northwestern University Official Visit Form.

1.0 Student-Athlete Host Supervision and Prospective Student-Athlete Safety

- 1.1 Regardless of age, the student-athlete host is required to abstain from the use of alcohol and other illicit substances for the duration of the prospective student-athlete's visit.
- 1.2 The student-athlete host must be aware of the prospective student-athlete's whereabouts and be concerned for his or her safety at all times.
- 1.3 At the beginning of the visit, both the student-athlete host and prospective student-athlete will be provided with an emergency card, listing the names and telephone numbers of persons able to provide assistance in case of an emergency.

2.0 Use of Alcohol

- 2.1 In accordance with the NU Student Handbook (www.northwestern.edu/studentaffairs), students and prospective student-athletes are subject to Illinois law, which prohibits the sale of alcoholic beverages to any person under the age of 21 years and the possession of alcoholic beverages by any person under 21. Additionally, Illinois law also provides penalties for any person who sells, gives, or furnishes alcoholic beverages to any person under the age of 21 years.
- 2.2 During campus recruiting visits, a student-athlete shall not persuade or encourage a prospective student-athlete to consume alcohol or provide a prospective student-athlete with alcohol or otherwise make alcohol available to a prospective student-athlete. Any evidence that suggests a student-athlete provided alcohol to a prospect or persuaded a prospect to consume alcohol would be considered a violation of the NUDAR Alcohol and Other Drug Policy (section VI.A.5).

Hazing Prevention Resources

3.0 Entertainment Restrictions

- 3.1 Illinois law provides penalties for any person attempting to use false or fraudulent written, printed, or photostatic evidence of age and identity to enter an establishment (bar) that requires patrons to be 21 years of age or older. Under no circumstances should a prospective student-athlete enter any establishment that requires patrons to be 21 years of age or older while visiting Northwestern University.
- 3.2 The student-athlete host and prospective student-athlete are expected to behave morally and responsibly when making decisions about the prospect's entertainment. Per NCAA rules, the entertainment provided is to be reflective of realistic NU student life and not excessive in nature. *Under no circumstances may a prospect or host engage in any activity that violates criminal law.*
- 3.3 Both prospects and hosts need to be cognizant of their obligations during the visit. Although no set curfew has been established, good judgment should always be used when determining what time to return the prospect to his or her accommodations.
- 3.4 A student-athlete shall not persuade or encourage a prospective student-athlete to engage in sexual relations during the visit. Activities involving adult clubs or strippers are prohibited.
- 3.5 Participating in gambling and/or gaming activities during the visit is prohibited.

4.0 NCAA Guidelines:

1. A host must be a student-athlete and enrolled as a full-time student at Northwestern University.
2. A student-athlete host will be provided a maximum of \$30 per day to cover the cost of meals and entertainment expenses for the host, the prospective student-athlete and the prospect's parents or spouse. If hosting more than one prospect, a student-athlete host may receive an additional \$15 per additional prospective student-athlete.
3. A student-athlete host must handle the money personally and no cash may be given to the prospective student-athlete or his or her family.
4. A student-athlete host may not use these funds to purchase or otherwise provide the prospective student-athlete or his or her family with gifts (e.g., hats, t-shirts or other souvenirs).

Hazing Prevention Resources

5. A student-athlete host will need his or her own transportation. A host is prohibited from using a coach's car or any University vehicle. However, a coach can provide the host and the prospect with a ride.
6. A student-athlete host may not transport the prospective student-athlete or his or her family more than 30 miles from campus.
7. Representatives of athletics interests (e.g., boosters) are not allowed to be involved in recruiting. If, during an official visit, a student-athlete host and a prospective student-athlete come in contact with a representative of athletics interests, the conversation must be limited to an exchange of greetings.
8. The student-athlete host may receive a complimentary meal provided he or she is accompanying the prospective student-athlete.
9. The student-athlete host may receive a complimentary admission when accompanying a prospect to a regular-season, on-campus athletics event. A prospective student-athlete may receive up to three complimentary admissions during the visit.

5.0 Student-Athlete Host Training Program

- 5.1 At the start of each academic year, all student-athletes and coaches will be educated by the compliance staff on the NCAA, Big Ten Conference and Northwestern University Prospective Student-Athlete Recruiting policies. Additionally, head coaches must review the department's Prospective Student-Athlete Recruiting Policy and any additional team policies with their student-athlete hosts.
- 5.2 The training will inform the potential student-athlete host of the following:
 - Key NCAA, Big Ten and Northwestern recruitment policies;
 - Alcohol and other drug expectations and guidelines;
 - Emergency guidelines and contact information;
 - Student-athlete host expectations when prospective student-athlete's behavior is not appropriate and/or safe; and
 - Entertainment options.
- 5.3 The NU Recruiting Guide was developed as a tool to assist in the training process and is provided to student-athletes during the training program.

Hazing Prevention Resources

- 5.4 Additional information, assistance and reminders will be distributed periodically via the student-athlete listserv, *Paw Prints*, and flyers, as continuous education on this important issue.
- 6.0 Evaluation of the Prospective Student-Athlete Recruiting Process
- 6.1 Coaches are strongly encouraged to discuss the prospective student-athlete and the recruiting visit with the student-athlete host at the conclusion of the visit. The student-athlete's input and evaluation is valuable information to the recruitment process and should be carefully considered.
- 6.2 Student-athletes and coaches will also have the opportunities to provide an evaluation of this program. NU student-athletes will evaluate the recruiting process and policy as a part of their season-ending evaluation of the NU Athletics Department administered by the Director of Intercollegiate Athletics. Coaches will evaluate the recruiting process and policy annually at the year-end compliance meeting.
- 6.3 Each year, the NU Athletic Wellness Committee will consider all evaluation information as basis for Recruiting Policy modifications. All changes to the Recruiting Policy must gain Athletics Director approval before being instituted.
- 7.0 Violations and Sanctions
- 7.1 All NCAA violations and violations of the Northwestern University Prospective Student-Athlete Recruiting Policy will be reported, in writing, to the Director of Intercollegiate Athletics for review and possible sanctions.
- 7.2 Any reported alcohol-related incident could constitute a violation of the NUDAR Alcohol and Other Drug Policy. In these cases, the student-athlete will meet with the Head Team Physician, who will assess the student-athlete's alcohol-related behavior. If deemed appropriate, the Head Team Physician will make a referral to the Program Administrator for evaluation and possible treatment/education referral.
- 7.3 If a violation of the policy involves a violation of NCAA or Big Ten rules, a violation report will be submitted immediately using the regular procedure. *Any violations of the recruiting policy that is not a violation of NCAA or Big Ten rules will be handled internally. At the end of the academic year, a summary of all recruiting policy violations will be compiled by the Director of Compliance and submitted by the President to the Big Ten Conference office.*

**Rowan University Department of Athletics
Student-Athlete Agreement Concerning Hazing**

Name: _____ Sport(s): _____

The Athletics Department at Rowan University supports only those activities which are constructive, educational, and that contribute to the intellectual and personal development of students. Rowan University Athletics unequivocally opposes any situation created intentionally to produce mental or physical discomfort, embarrassment, harassment or ridicule.

Rowan University interprets hazing as any act, whether physical, mental, emotional or psychological, which subjects another person voluntarily or involuntarily to anything that may abuse, mistreat, degrade, humiliate, harass or intimidate him/her, or which may in any fashion compromise his/her inherent dignity as a person. In addition, any requirements by a team member which compels another team member to participate in any activity which is against college policy or state/federal law, will be defined as hazing.

Actions and activities which are prohibited include, but are not limited to, the following:

- Any type of initiation or other activity where there is an expectation of individuals joining a particular team to participate in behavior designed to humiliate, degrade or abuse them, regardless of the persons' willingness to participate;
- Forcing, requiring or pressuring an individual to consume alcohol or any other substance;
- Forcing, requiring or pressuring an individual to shave any part of their body, including the hair on their head;
- Any requirement or pressure put on an individual to participate in any activity which is illegal, perverse, publicly indecent, or contrary to his/her genuine morals and/or beliefs (i.e., public profanity, lewd conduct, sexual gestures, public nudity or engaging in public stunts and/or buffoonery);
- Any activity or action that creates a risk to the health, safety or property of the College or any member of its community;
- Physical abuse of any type to include paddling, beating or hitting of a team member; to also include forced or required calisthenics, such as push-ups, sit-ups, etc.;
- Forcing, encouraging or pressuring someone to wear in public apparel which is conspicuous and not within the norm of what is considered good taste;

Hazing Prevention Resources

- Morally degrading/humiliating games or other activity that makes a member the object of amusement, ridicule or intimidation.

I have been given an opportunity to read this policy and understand the following:

_____ (initial) The policy and regulations of the Rowan University Athletics Department pertaining to hazing.

_____ (initial) I agree and promise not to participate in any activity deemed to be hazing. I have read the examples of hazing as described in the Rowan University Hazing Policy (above).

_____ (initial) I understand that if I am in violation of this policy, I will be subject to discipline that may include, but is not limited to, departmental or College probation, suspension from the team and/or the College, and expulsion from the team and/or College. The team may be subject to group discipline that can include, but is not limited to, team probation, cancellation of individual contests/games, and/or cancellation of the entire season. The fulfillment of community service may also be required.

My signature below indicates that I have read and retained a copy of the Rowan University Athletics Policy on Hazing and have reviewed a copy of the Rowan University Student/Athlete Handbook.

Signature of Student-Athlete _____ Date _____

Towson University Student-Athlete Conduct and Expectations

Hazing

“Hazing” in any form is against the law and is strictly prohibited at Towson University. When this policy is violated, action may be taken against all participants. Hazing risks human lives, mistreats those involved and jeopardizes the affiliation of campus organizations at this university. “Hazing” is defined as any action taken or situation created intentionally, whether on or off campus, to produce mental or physical discomfort, embarrassment, harassment or ridicule. Any mental or physical requirement, request or obligation placed upon any person that could cause pain, disgrace or injury, is personally degrading or violates any federal, state or local statute or university policy is also considered hazing. Team initiations are considered a form of hazing, and are strictly prohibited. Such activities and situations include, but are not limited to: paddling in any form; creation of excessive fatigue; road trips; scavenger hunts; publicly wearing apparel which is conspicuous and not normally in good taste; engaging in public stunts and humiliating games and activities; late-night sessions that interfere with scholastic and occupational activities; inappropriate calisthenics; line-ups (lining people up and harassing them verbally); running personal errands for the members; forced consumption of alcohol, illegal substances or food; and any other activities not consistent with the academic mission of the university.

Anyone experiencing or witnessing a violation of this hazing policy is encouraged to report the incident and may bring their concerns to the Office of Judicial Affairs at 410/704-2057, Administration Building, room 236 and/or Campus Life at 410/704-2332, University Union, room 232.

Any student-athlete or athletics team found to be involved in a hazing incident is penalized by the Department of Athletics. A student-athlete and/or team found violating this policy may be suspended for the remainder of the academic year. All remaining contests may be forfeited. Additional penalties may be placed on the program after an investigation. The final decision on penalties lies with the Director of Athletics and Sport Administrator with input from the head coach and the Judicial Affairs staff.

The Associate Athletic Director for Compliance and Student Services is the primary liaison with the Judicial Affairs Office for disciplinary concerns relevant to student-athletes.

Social Networking Policy

Student-athletes must be concerned with any behavior that might embarrass themselves, their teams, and/or Towson University. This includes any activities conducted online. Towson University supports and encourages individuals' expression of First Amendment rights of free speech. This includes participating in online social networking sites (Myspace.com and/or facebook.com).

The University and Athletics Department does not place any restrictions on the use of these sites by student-athletes. However, we remind you that as a member of the TU Intercollegiate Athletics Department, you are a representative of the university and are always in the public eye. Please keep the following guidelines in mind as you participate on social networking Web sites.

- Before participating in any online community, understand that anything posted online is available to anyone, anywhere. Any text or photo placed online is completely out of your control the moment it is placed online – even if you limit access to your site.
- For your safety, do not post home address, local address, phone number(s), birth date or other personal information, photos, or other items online that could embarrass you, your team, or Towson University. This includes information, photos and items that may be posted by others on your page.
- Exercise caution as to what information you post on your Web site about your whereabouts or plans. You could be opening yourself up to predators.
- Be aware of who you add as a friend to your site — many people are looking to take advantage of student-athletes, while others want to get close to student-athletes to give themselves a sense of membership in the team.
- Towson University, coaches and administrators, can easily access these Web sites.
- Student-athletes could face discipline and even dismissal for violation of the Policies and Procedures or philosophies of Towson University, the Athletics Department and/or the NCAA.

Individuals within the University and law enforcement personnel check these Web sites regularly. In addition to the unfortunate reality of online predators, potential employers and internship supervisors also use these sites to screen candidates. Many graduate programs and scholarship committees now search these sites to screen applications. We advise Towson student-athletes to exercise extreme caution in their use of social networking Web sites.

University of Vermont Department of Athletics Student-Athlete Agreement Concerning Hazing

The Department of Athletics at the University of Vermont supports only those activities that are constructive, educational and inspirational, and that contribute to the intellectual and personal development of students. UVM Athletics unequivocally opposes any situation created intentionally to produce mental or physical discomfort, embarrassment, harassment or ridicule.

The University of Vermont interprets hazing as any act, whether physical, mental, emotional or psychological, that subjects another person, **voluntarily or involuntarily**, to anything that may abuse, mistreat, degrade, humiliate, harass or intimidate the person, or which may in any fashion compromise the inherent dignity of the person. In addition, any requirements by a member that compel another member to participate in any activity that is against university policy or state/federal law will be defined as hazing.

Actions and activities that are prohibited include, **but are not limited to**, the following:

- Any type of initiation or other activity in which there is an expectation of individuals joining a particular team to participate in behavior designed to humiliate, degrade or abuse them, **regardless of the person's willingness to participate**.
- Forcing, requiring or pressuring an individual to consume alcohol or any other substance.
- Forcing, requiring or pressuring an individual to shave any part of the body, including hair on the head.
- Any requirement or pressure put on an individual to participate in any activity that is illegal, perverse, publicly indecent or contrary to genuine morals and/or beliefs (e.g., public profanity, indecent or lewd conduct or sexual gestures in public).
- Required eating of anything an individual would refuse to eat otherwise.
- Any activity or action that creates a risk to the health, safety or property of the University or any member of its community.
- Forcing or requiring calisthenics, such as push-ups, sit-ups and runs.
- Assigning or endorsing pranks, such as stealing or harassment of another organization.
- Awakening or disturbing individuals during normal sleeping hours.
- Expecting or pressuring individuals to participate in an activity in which the full membership is not willing to participate.

Hazing Prevention Resources

- Physical abuse of any kind.
- Forcing, encouraging or pressuring someone to wear in public apparel that is conspicuous and not within the norm of what is considered to be in good taste.
- Engaging in public stunts and buffoonery.
- Nudity at any time or forced reading of pornographic material.
- Paddling, beating or otherwise permitting a member to hit other members.
- Having substances such as eggs, mud, paint and honey thrown at, poured on or otherwise applied to the body of a member.
- Morally degrading/humiliating games or other activities that make a member the object of amusement, ridicule or intimidation.
- Subjecting a member to cruel and unusual psychological conditions.

I have read the policy about hazing and understand the following:

(initial) _____ The policy and regulations of the Department of Athletics pertaining to hazing.

(initial) _____ I agree and promise not to participate in any activity deemed to be hazing. I have read the above examples of hazing as described in the University of Vermont Hazing Policy.

(initial) _____ I understand that if I am in violation of this policy I will be subject to discipline that may include, but is not limited to, departmental or University probation, suspension from the team and/or the University and expulsion from the team and/or the University. In addition, I am aware that the team may be subject to group discipline that can include, but is not limited to, team probation, cancellation of individual contests and/or cancellation of the entire season.

I understand that I am required to know, understand and follow the rules, policies and procedures related to hazing at the University of Vermont. I am responsible for the complete University hazing policy that is outlined in The Cat's Tale.

Date: _____

Signature of Student-Athlete

Sport: _____

Printed Name

Pennsylvania State University Code of Conduct (Excerpts)

Introduction

Intercollegiate Athletics is committed to providing opportunities that promote the overall success of student-athletes and has a sincere interest in their general welfare. In addition to being part of the Penn State Community, you also represent your coaches, teammates and the proud tradition of Intercollegiate Athletics. With that responsibility, student-athletes and staff are held to additional standards of accountability. University policies apply to all members of the Penn State Community. As a student, failure to adhere to University policy may result in disciplinary action by the Pennsylvania legal system and/or University Judicial Affairs. As an athlete, your actions (positive or negative) are subject to review by the NCAA, the Big Ten or governing conference, Intercollegiate Athletics and/or your coaching staff.

Athletics believes that successful student-athletes play by the rules both on and off the field. As in sport, to avoid a penalty, one must know and follow the rules. The following information is provided to educate you as a student and as an athlete.

University Standards

University Code of Conduct

The Code of Conduct describes behaviors that are inconsistent with the essential values of the University community. Intentionally attempting or assisting in these behaviors may be considered as serious as engaging in the behavior.

1. Physically harming or threatening to harm any person or creating a condition that endangers the health and safety of self or others.
2. Sexually assaulting or abusing a person.
3. Harassing, stalking or hazing any person, including sexually harassing.
4. Using, possessing or storing weapons or fireworks.
5. Tampering with fire or other safety equipment or setting unauthorized fires.

Hazing Prevention Resources

6. Illegally possessing, using, distributing, manufacturing, selling or being under the influence of alcohol or other drugs.
7. Intentionally providing false or inaccurate reports or knowingly providing false statements to University officials.
8. Stealing, vandalizing, damaging, destroying, or defacing University property or property of others.
9. Obstruction or disruption of classes, research projects or University programs and activities; or obstructing access to University facilities, property or programs.
10. Academic dishonesty, including, but not limited to, cheating and plagiarism.
11. Failing to provide identification or report to an administrative office or University-controlled premises when directed.
12. Making, using or possessing any falsified University document or record; altering or forging any University document or record, including identification, meal or access cards.
13. Unauthorized entry into or use of University property or facilities, including residence halls, classrooms, offices and other restricted facilities.
14. Engaging in disorderly, disruptive, lewd or indecent conduct. Inciting or participating in a riot or group disruption. Failing to leave the scene of a riot or group disruption when instructed by officials.
15. Violating written University policy or regulations contained in any official publications.
16. Violating federal, state or local law, if such behavior has substantial university interest on the University community.

Policy Statement on Intolerance

The University and Intercollegiate Athletics are committed to creating an educational environment, which is free from intolerance directed toward individuals or groups, and strives to create and maintain an environment that fosters respect for others. The University provides educational programs and activities to create an environment in which diversity and understanding of other cultures are valued.

Intolerance refers to an attitude, feeling or belief wherein an individual behaves with contempt for other individuals or groups based on characteristics such as race, color, national origin, gender, sexual orientation or political or religious belief.

Hazing Prevention Resources

When any violation of a University policy, rule or regulation is motivated by intolerance toward an individual or group based on characteristics such as race, color, national origin, gender, sexual orientation, or political or religious belief, the sanction will be increased in severity and may include separation from the University.

Athletics Standards

The student-athlete is subject to the rules pertaining to his/her particular sport as established by the coaches and Intercollegiate Athletics. The student-athlete must obey the decisions of the coaches regarding manners and behavior on road games, including dress policies. The conduct of all team members is the responsibility of the accompanying coaching staff. The student-athlete must participate in practice and games, except when declared unfit by the team trainer or doctor, or in any other way unable to participate through no fault of his/her own.

Personal Conduct

A Penn State student-athlete is expected to be a responsible member of the team, contributing his/her energy and skill to the best of his/her ability, and conforming to the self-discipline which membership implies.

Unethical conduct by student-athletes, as well as staff and coaches, shall be subject to disciplinary action as set forth in the NCAA enforcement procedures. Student-athletes found in violation may be ineligible for further intercollegiate competition. A student-athlete who is determined to have engaged in unethical conduct shall be ineligible for intercollegiate competition in all sports.

As stated in the NCAA Manual and below, unethical conduct consists of, but is not limited to:

- Fraudulence in connection with entrance or placement examinations;
- Engaging in any athletics competition under an assumed name or with intent otherwise to deceive;
- Dishonesty in evading or violating NCAA regulations; or
- Knowingly furnishing the NCAA or the individual's institution false or misleading information concerning the student-athlete's involvement in or knowledge of matters pertaining to a violation of NCAA regulations.

Hosting a Recruit

The student-athlete will meet with the coaching staff prior to the official visit to review guidelines for hosting a recruit and sign the appropriate NCAA paperwork.

Hazing Prevention Resources

- Although a student-athlete cannot be held directly responsible for the behavior of the recruit, he or she should know that their actions do influence how the recruit behaves. The student-athlete is expected to use good judgment when hosting a recruit.
- The student-athlete will provide a positive experience for his or her recruit and will act in a courteous and professional manner toward his or her guest.
- The student-athlete should not allow recruiting conversations to occur, on or off campus, between the recruit and a booster of the athletics program. Violations of the above guidelines may result in disciplinary action by Intercollegiate Athletics or the coaching staff.
- It is a violation of the Pennsylvania state laws to serve alcoholic beverages to a person under the age of 21. The student-athlete will not provide any mood-altering drugs (including alcohol) to his or her recruit during his or her visit.
- If the student-athlete receives host money, it may be used for food and non-alcoholic beverages, or entertainment only.

Student-Athlete Behavioral Standards

The Pennsylvania State University and Intercollegiate Athletics Department expect each student to adhere to a set of standards that positively represents the Athletics Department and the University. The Athletics Department sets forth behavioral standards that clearly define the Department's position regarding each of the following issues.

Alcohol Code of Ethics

In order to develop a positive culture at Penn State regarding alcohol, student-athletes need to be leaders in the fight against alcohol misuse. In the quest for excellence, both on and off the playing field, student-athletes need to make smart choices and realize the long-term athletic, career, and health benefits of choosing not to drink alcohol or to drink responsibly after age 21.

According to University Code of Conduct, illegally possessing, distributing, manufacturing, selling or being under the influence of alcohol or other drugs is inconsistent with the core values of the University community. Intercollegiate Athletics expects representatives of its department (administrators, coaches, staff members, student-athletes) to observe the following as unacceptable behaviors:

Hazing Prevention Resources

- Use of alcohol before, during or after department-sponsored athletic events, either at home or during road trips. **Disclaimer:** Situations pertaining to specific cultural norms may warrant Head Coach/Administrator discretion. If questions regarding appropriate behavior arise, the team's administrator should be contacted.
- Use of alcohol that interferes with scholastic success, athletic performance, personal relationships or finances, or leads to legal problems.
- Irresponsible use and/or being intoxicated in a public place (i.e., downtown State College, hotels while on road trips, restaurants, etc.)
- Drinking in department-issued Penn State Athletics team gear (i.e., NIKE gear, apparel) with a specific sport name on it.
- Drinking with recruits; specifically, the individual host(s) responsible for the safety and well-being of the recruit.

Drug Policy

To encourage sportsmanship to our competitors and to promote the health and safety of our student-athletes, Intercollegiate Athletics provides a drug-screening program for all 29 sports. Educational opportunities to enhance the student-athlete's awareness of the effects of substance abuse are also available.

University policy and Intercollegiate Athletics do not condone the medically unsupervised use, possession, sale, manufacture or distribution of drugs that are illegal. Any violation of this policy either on or off campus may result in disciplinary action, including separation from the University, and the violator may be required to participate in a drug abuse assistance program.

The student-athlete will annually, prior to participation in intercollegiate competition during the academic year, sign a statement in a form prescribed by the NCAA and Penn State in which he or she consents to be tested for the use of drugs prohibited by NCAA legislation. Failure to complete and sign the statement annually shall result in the student-athlete's ineligibility for participation in all intercollegiate competition. A positive drug test will result in notification of the team physician and following procedures according to the drug-screening program.

Hazing

Hazing is a fundamental violation of human dignity. Hazing policies apply to all members of the Penn State community. Intercollegiate Athletics will not tolerate the act of hazing new team members as an initiation rite. Hazing is viewed as illegal, discriminatory and destructive to team unity.

Hazing Prevention Resources

The term 'hazing' is defined as any action by a student whereby another student suffers or is exposed to:

- Any cruelty, intimidation, humiliation, embarrassment, hardship or oppression;
- Exercising to excess;
- Sleep deprivation;
- Committing dangerous activities;
- Currying favor from those in power;
- Submitting to physical assaults;
- Consuming offensive foods or alcohol;
- The threat of bodily harm or death; or
- The deprivation or abridgement of any right.

Any activity of an organization as described in this definition upon which the initiation, admission into, affiliation with, or continued membership in is directly or indirectly conditioned, shall be presumed to be “forced” activity (the willingness of an individual to participate in such activity notwithstanding).

Student-athletes are expected to report incidents of hazing to Bob Krimmel, Assistant Athletic Director, and Sue Delaney-Scheetz, Senior Women's Administrator. The report of a possible allegation will be thoroughly investigated and should guilt be found, student-athletes involved may be suspended from the team.

Sexual Assault and Abuse

The Pennsylvania State University and Intercollegiate Athletics will not tolerate sexual assault or abuse, such as rape (including acquaintance rape) or other forms of nonconsensual sexual activity. These acts degrade the victims, our campus community, and society in general. While the University cannot control all the factors in society that lead to sexual assault and abuse, the University strives to create an environment that is free of acts of violence.

Sexual assault and abuse is defined as nonconsensual physical contact of a sexual nature. Sexual assault and abuse can occur between acquaintances or parties unknown to each other.

Allegations of sexual assault and abuse will be thoroughly investigated and violations will result in disciplinary action, which may include separation from the University and athletics participation.

Chalk Talk: Athletic Team Hazing and Sexual or Gender Humiliation*

by Pat Griffin

Hazing as a form of team initiation is a persistent problem in men's and women's athletics at all levels. Justified as a rite of passage for new team members, hazing is often defended as a team-bonding activity. Hazing can subject initiates to dangerous, degrading or embarrassing situations involving alcohol abuse, sexual humiliation, bondage, cross-dressing, nudity, illegal activities or tolerance of pain or discomfort. Peer pressure and the desire to become part of a team, plus the promise of being able to mete out similar treatment to the next group of initiates, make it difficult for new players to refuse to participate in hazing activities. To do so places the initiate at risk of being perceived as not a "good sport," not a loyal team member, or, in the case of men's teams, not "man" enough to endure hazing.

Questionable at best, dangerous at worst, hazing in athletics is often ignored by school staff, even when school policy prohibits it. Unfortunately, team hazing has long been a part of athletic culture and tradition from professional to school sports and coaches have often participated in hazing as athletes. Coaches may not be physically present when hazing occurs, but they are usually aware of it. Coaches often claim not to know about or be responsible for the specifics of hazing activities on their team because hazing activities are organized and carried out by team leaders. School officials in general and coaches in particular must take greater responsibility for educating athletes about hazing policies and enforcing them.

In addition to the danger and humiliation inherent in many team hazing rituals, activities that are based on gender stereotypes, demeaning women, homophobia, racism, sexual humiliation or simulations of sexual activities teach athletes that this is acceptable school-sanctioned behavior. High school boys' and college men's teams have participated in hazing activities that call for simulated sex acts (inserting carrots in the anus, for example), touching or being touched by teammates' genitals (elephant walk and tea-bagging), enduring homophobic or anti-woman name-calling, or dressing as women. These activities are meant to humiliate initiates and test their team loyalty by submitting to "forbidden" or "unmanly" activities.

Hazing is also becoming more common on college and high school women's teams. Initiates have been expected to strip to bra and panties in front of the team, blindfolded and their bodies painted by teammates, and commanded to perform simulated sex acts. Team members have also been directed to perform lap dances on members of male sports teams as a part of hazing.

Not only is this kind of hazing questionable as a team-building activity, but the subtext of these activities also is demeaning to women, gay men, people of color and transgender people. Other hazing activities call on initiates to endure pain or cold, drink large quantities of alcohol and perform dangerous or humiliating activities in front of teammates.

Hazing Prevention Resources

With the advent of the Internet and Web sites such as Facebook or Myspace, these activities are documented by team members themselves with photos and posted on the Internet. This practice has led to an increasing awareness of the extremes to which team hazing activities can go and to team punishments meted out by embarrassed school officials. Web sites such as badjocks.com have called attention to many questionable athletics team hazing activities by displaying photos and calling for an end to them.

Coaches and athletics administrators need to take responsibility for educating athletes about hazing and making sure that team initiation activities are safe and within the bounds of school-sponsored activities. Claims of ignorance or policies that are not enforced lead athletes to believe that hazing will be tolerated as long as these activities do not become public and cause embarrassment to the school.

There are better ways to develop team unity and initiate new members than to place them in dangerous or humiliating situations. It is the coach's responsibility to make sure that, if her or his team plans initiation activities, that they are within the boundaries of safety and dignity expected of a school-sponsored activity.

Recommendations:

- Athletics administrators and coaches need to take responsibility for setting proactive boundaries around team initiation activities to prevent the team from engaging in dangerous practices or humiliating activities that are based in sexism, racism or homophobia. Develop an anti-hazing policy and make it known to all.
- Athletics administrators need to educate coaches and athletes about appropriate and inappropriate team initiation activities with clear lists of what is not appropriate.
- Coaches and administrators should develop and make public guidelines about team initiation activities.
- Coaches should talk to team captains and hold them accountable for safe and appropriate team initiation activities before they are planned and after they happen.
- If inappropriate team initiation activities occur, administrators should hold coaches and team captains accountable.
- Coaches, with team captains, can identify acceptable activities that can successfully serve the purposes of team initiation and bonding without humiliation, danger and stereotyping.

Resources:

- Jay Johnson and Margery Holman, 2004. *Making the Team: Inside the World of Sport Initiations and Hazing*.
- Nuwer, Hank, 2000. *When Rites Become Wrongs*. Franklin Watts, Publisher.
- www.stophazing.org

**From the Women's Sports Foundation Web site (www.womenssportsfoundation.org).*



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An initiation event involving a large group of young people provides opportunity for poor judgement and often results in hazing. There is an unspoken pressure of being on a team that enables individuals to ignore potential harmful consequences and questionable moral implications in order to go along with the team. At the time, I honestly did not think that our initiation was considered hazing, since everything was optional, but later realized that it was, once NU implemented some hazing education speakers and seminars. The purpose of a team initiation in our minds was to make the freshmen feel welcome and part of the team and have a little fun. What we didn't think about was how scary this can seem for the freshmen, and how dangerous it could have been if it had gotten out of control. We now plan fun team activities that promote team chemistry and welcome the freshmen without alienating or embarrassing them.

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The NCAA salutes the more than
380,000 student-athletes
participating in **23 sports** at
more than **1,000** member institutions

