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# **HAZING MODULE**



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# **DISCLAIMER**

**Carleton University and the Athletic Department will not tolerate any forms of Hazing. Participation in hazing activities will lead to individual disciplinary action, team disciplinary action and/or termination of the team or student organization.**

**As coach, student-athlete or participant, you are responsible for the behavior of your teammates at formal and informal, scheduled and unscheduled events. Regardless of whether the team meets on or off-campus, you are still highly visible as representatives of Carleton University, and should behave accordingly.**



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# WHAT IS HAZING?

Every year, NCAA and U-Sports schools experience hazing incidents that result in serious physical or emotional injury. Students seeking acceptance on their new team become victims! Each incident is guised in the inappropriate and misguided concept of a traditional initiation. Traditions that harm must be replaced with ones that build character and strengthen teams.

***"Hazing" refers to any activity expected of a new member joining a group (or to maintain full status in a group) that humiliates, degrades or risks emotional and/or physical harm, regardless of the person's willingness to participate. (stophazing.org)***



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# TYPES OF HAZING

**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, sleep deprivation, forced alcohol consumption, etc.)



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## **So, how do I know if it's Hazing or not?**

Some individuals find it difficult to determine when a given activity crosses over into hazing. The following questions may help students identify potential hazing activities. Answering 'yes' to any of the following questions indicates an activity that has cause for concern.



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# ASK YOURSELF...

- 1) Are participants required to consume alcohol or drugs of any kind?(e.g. drinking games, excessive consumption, providing alcohol to minors)
- 2) Are new members asked to do something that senior member would refuse?
- 3) Does the activity involve humiliating, intimidating, or demeaning treatment of the new members?
- 4) Does the activity risk, threaten, or involve emotional or physical abuse?
- 5) Would you wear your team uniform in public while participating in the event?
- 6) Would you feel comfortable participating in this activity if someone you respect were watching? (e.g. parents, mentors, coaches)
- 7) Would you object to media attention of the activity being run in newspaper or posted on social media?

**DEBUNKING...**



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# **MYTHS OF HAZING**



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# **A MYTH & A TRUTH**

## **MYTH**

- Hazing is an effective way to teach respect and discipline!

## **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!





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# **A MYTH & A TRUTH**

## **MYTH**

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

## **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.



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# **A MYTH & A TRUTH**

## **MYTH**

- Everyone participated voluntarily, so it can't be considered hazing.

## **TRUTH**

- 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.



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# **A MYTH & A TRUTH**

## **MYTH**

- Hazing brings us together as a team or group and helps us to bond.

## **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.



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# **A MYTH & A TRUTH**

## **MYTH**

- It's difficult to determine whether or not a certain activity is hazing-it's such a gray area sometimes.

## **TRUTH**

- It's not difficult to decide if an activity is hazing if you use common sense. Ask questions, be proactive and seek out resources.

***ADAPTED FROM DEATH BY  
HAZING, SIGMA ALPHA  
EPSILON. 1988.***



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***“Your help is needed to eliminate hazing. You can make a difference by speaking out and educating others about the dangers of hazing; reporting hazing incidents to university officials; insisting that educational institutions take hazing seriously and hold students accountable in meaningful ways; and finding creative alternatives to hazing.”***

12 Ibid., at page 272.



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# **ACTION STEPS**

- 1) Define up front what is acceptable and what is not acceptable.
- 2) Ensure the activity that is planned could not be considered, by definition, hazing.
- 3) Don't let others justify hazing as "tradition".
- 4) **BREAK THE SILENCE** and voice your opinion.
- 5) Choose to not participate.
- 6) Speak with teammates/captains about your concerns.
- 7) Talk to an administrator/coach/therapist, etc.
- 8) Come up with new activities that promote team bonding without any risk of it being considered hazing.
- 9) Get those involved to stop and think about the people they are hazing (perspective taking). Is there any chance hazing could trigger something in terms of personal/ emotional challenges they have had to face in their life?
- 10) Seeking Guidance - discuss your welcoming and social activities with senior members of the team and club, your coach, executive members of Varsity Council, athletic administrative staff, etc.
- 11) Establishing new traditions - plan activities that contribute to team/club bonding and culture through non-hazing activities (see Examples of [Alternatives](#) for team-building activities)



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# PLANNING ACTIVITIES

**Listed below are some key concepts in planning alternatives and some examples of other team-building activities:**

- Activities cannot include consumption of alcohol by new members (eg. drinking games)
- Traditions can be created as well as inherited. While the first year of an activity doesn't constitute a tradition, future cohorts of members will see it that way
- Some group activities can be non-hazing or hazing, depending on how they are done. For example, scavenger hunts are not inherently a form of hazing (they are a common activity in many children's day camps). But when the list includes things that must be stolen, inappropriate or would likely be humiliating or embarrassing to obtain, then it becomes hazing.
- Having current members participate along with new members in certain activities, such as cleaning the team/club locker room, or participating alongside in the scavenger hunt, can shift the activity from being hazing (i.e., servitude) to non-hazing

**IDEAS FOR...**



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# **ALTERNATIVE ACTIVITIES**



# MENTORING



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- Establish upper-class mentors for new members
- Have the mentor and new member go out for a meal, go to another team or club's game or attend a campus cultural event a couple of times per year
- Hold a "Meet the..... Night" (Athletics Board Executive, Athletic Director, Bird Gang, Alumnist, Guest Speaker, etc.) and have the mentors introduce new members

# SOCIAL RESPONSIBILITY



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- Design and complete a community service project during the preseason
- Participate in a community service project, followed by dinner (cookout, picnic, etc.)
- Hold a community "Meet the Players Day," and hand out team and club schedules and posters
- Arrange for community families to adopt a new member each year that they can support at events for which their own family can't be present
- Have a current and new member 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 or club visit the children's ward in a hospital, a nursing home or a homeless shelter
- Conduct a team or club food drive for the local food pantry
- As a team and club, join the Big Sister/Big Brother program and adopt a little sister/brother

# ENTERTAINMENT



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- Have the team and club captains or current members take the new members to dinner out on the town, accompanied by one of the coaches
- Attend a team-building ropes course to build unity among current and new members
- Have team and club leaders and coaches organize an event like the "Amazing Race" around your city and campus
- Take the team and club hiking, bowling, skating, geo-caching, etc.
- Movie nights

# TEAM & CLUB TRADITION



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- Create a team and club pledge or leadership program for new members
- Invite alumni to address the new members about their experience as part of welcoming
- Establish a ceremonial presentation of game uniforms to new members before the first contest
- Hold a "Meet the Parents and Families of New Member" before the first contest.
- Establish a tradition of recognizing a key date of new members
- Have current members call new members before they arrive on campus as a welcoming gesture
- Have holiday-time phone calls from the captain to all new members players
- Select a team and club "Unsung Hero of the Week" and publicize their contribution to the program.
- Compete with each other in other sports splitting the team and club equally between new members and current members



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# **OTHER ACTIVITIES**

- Purchase team and club jackets to wear on campus or as a travel outfit
- Engage in a community, campus or facility beautification project

# **GENERAL RULE OF THUMB**



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**TREAT OTHERS HOW YOU WANT TO BE TREATED!**

**A HAPPY TEAM =  
A SUCCESSFUL TEAM.**

# **GENERAL RULE OF THUMB**



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**TREAT OTHERS HOW YOU WANT TO BE TREATED!**

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**COMMIT** FOR LIFE  
**LOVE** TO PLAY  
**NEVER**  
**GIVE UP**  
**BORN** COMPETITORS  
**INTELLIGENT**  
**SOAR**