

THE ACTIVITY SPONSOR'S GUIDE ON HOW TO

PREVENT HAZING

LEADING AND RESPONDING WITH SOLUTIONS

PRESENTED BY

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WEDNESDAY HAZING: LEADING AND RESPONDING
NOV 7, 2012 WITH SOLUTIONS WEBINAR

1:30–2:30 pm

Dear Colleagues,

Thank you for investing your time and attention toward the prevention of hazing and bullying in our public and private institutions. Hazing is counterproductive to the ideals and goals we strive to accomplish in sports and through academic, social, and military affiliations. Together, we can raise the awareness necessary to challenge the social norms that condone and support these behaviors, decrease the frequency with which hazing and bullying occur, and reduce the harmful effects left behind as a result of the abuse. Your words and actions matter. Thank you for helping make our institutions and organizations safe, supportive, and nurturing for all.

Respectfully,

Jennifer, Alan, and Stephen

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START OF A NEW SEASON

RESPECT TEAMWORK PRIDE

As a coach or activities sponsor, you emphasize the ideals of respect, teamwork, and pride in a job or performance well done. Respect for classmates, teammates, and competitors on and off the field of competition is non-negotiable. Working toward a common goal provides young people the opportunity to be a part of something larger than themselves, to set goals and be steadfast in accomplishing those goals, and to trust others and expect others to do their fair share.

GRADES ATTENDANCE ALCOHOL

As coaches and activities sponsors, you spend valuable practice and “face-to-face” time with your student athletes and participants talking about the policies and procedures within codes of conduct and expectations. In it, we review and discuss academic requirements necessary for them to stay involved and engaged in activities. In Iowa, “no pass, no play” impacts students in every corner of the state and we need to make sure every student struggling in the classroom has access to tutoring and support services. Youth who struggle in school academically or socially are more likely to be absent and miss school – jeopardizing participation in extra-curricular activities that may very well be the only positive thing in their lives. Finally, we speak to youth about making healthy choices when it comes to alcohol and drug usage. We are able to construct a common message about abstaining and pledging to refrain from using – often citing the legal ramifications if they should get caught drinking, frequenting a disorderly house, etc. We can also develop a common message to young people that hazing is wrong and destructive – counterproductive to the building up of respect, teamwork, and pride in what we have accomplished together.

HAZING DEFINITION NOT OUR VALUES

As adult role models, we have to be intentional when it comes to addressing hazing with those we supervise and instruct. Hazing is defined as any activity expected of someone joining a group that humiliates, degrades, abuses, or endangers, regardless of a person’s willingness to participate. If we send strong and consistent messages to young people that hazing is wrong and will not be tolerated, then we will eventually reduce and eliminate the abusive behaviors.

ACTIVITY I

Hazing Checklist

INSTRUCTIONS The checklist below can be introduced to athletes and used as a tool to help athletes' determine if their behaviors are likely hazing or not. It is a checklist to help guide their behavior. If the answer is yes to any of the questions, it is likely hazing.

Is there secrecy around the activity?	Yes	No
Is alcohol involved?	Yes	No
Will active/current members of the group refuse to participate with the new members and refuse to do exactly what the new members are being asked to do?	Yes	No
Does the activity risk emotional or physical abuse?	Yes	No
Is there risk of injury or a question of safety?	Yes	No
Do you have any reservation describing the activity to your parents, coach, or school administrators?	Yes	No
Would you object to the activity being photographed for the school newspaper or filmed by the local TV news crew?	Yes	No

Adapted from Death By Hazing Sigma Alpha Epsilon. 1988

ACTIVITY II

Six-point Definition of Hazing

INSTRUCTIONS It's not always easy or comfortable to begin a discussion with team members or colleagues around the topic of hazing. Below is a list of six (6) ideas or points that can serve to generate discussion about what hazing is and the potential harm hazing can do to teammates, friends and colleagues.

Try preceding each statement with words such as: "Why is it that..." or "Do you think..."

Hazing is a serious problem (it is not simply harmless antics and funny pranks).

Hazing is about abuse of power and control over others.

Hazing is humiliating and degrading.

Hazing can result in physical and emotional harm.

Hazing is a team issue and a community issue.

Hazing can have life-long effects on victims.

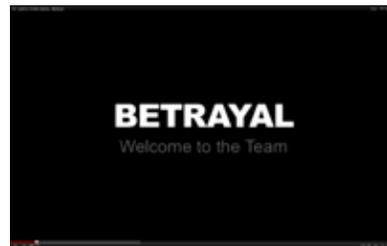
Taken from Allan & DeAngelis, 2004

ACTIVITY III

Inside Hazing: Betrayal

DIRECTIONS View the short film clip at a coaches' meeting or with your entire team. Later, discuss the group's answers to the question provided.

DESCRIPTION The following documentary [video clip](#) highlights the story of two high school hazing acts and the impact and consequences it had on all the individuals involved.



DISCUSSION QUESTIONS

What caught your attention or stuck out most for you regarding the impact of hazing on the individuals in the video?

What feelings surfaced for you as you watched the video?

What if the young men in the video were your brother, cousin, son, nephew, or grandson? How would this effect your attitude about hazing? Or, would it?

What would be a reasonable first step in addressing hazing and bullying in our particular organization?

How would we know if our efforts were making a difference?

ACTIVITY IV

Hazing Scenario: Throwing in the Wet Towel

READ ALOUD

You're a sophomore in the locker room after practice. One of your classmates who plays varsity is being hassled by the upper classmen. They throw his clean clothes into the wet shower. You aren't close with the classmate but you have been classmates for a few years. Nobody else in the locker room is doing anything.

TRAIN OF THOUGHT

READ ALOUD

This is an uncomfortable situation... These guys are grabbing all of his clothes and messing them up... Should I say something? Maybe things are different when you're on varsity? If I say something they might start hassling me... I'm just on JV they don't know me I just blend in... Who am I to say something? But if I don't say something, things might continue to get worse for my classmate. If I let this happen I am saying that it's ok to treat younger teammates like that... I don't support that do I? What should I do in this situation?

OPTIONS

Identify which option(s) would work best for you. Why?

- Say nothing. This isn't my business to be involved in
- Go into the shower and get his clothes out for him, avoiding the upper classmen.
- Yell out something so everyone in the locker room can hear like "Hey leave him alone! That's his stuff don't touch it!" And hopefully other people back me up.
- Confront one of the upper classmen after practice or the next day and calmly ask him to please leave my classmate alone.
- Talk to my parents, a coach, or school counselor and make them aware of what happens in the locker room when nobody is around. Ask them advice on what to do.
- Try and get some of my other teammates to get on my side in this situation. Create power in numbers and stick up for him.
- Personal options:

Hazing Scenario: Crack the Whip

READ ALOUD

You're on the bus heading to a game. You notice a player is being held down by two of your teammates. Another varsity guy begins whipping the player harder and harder with his belt. The teammate is not only held down but has his mouth covered so he can't yell. The coaches are too far up in the bus to notice. Many of the teammates are laughing and nobody is stopping it.

TRAIN OF THOUGHT

READ ALOUD

I'm in a tough position... These guys could really be hurting my teammate. Why is nobody else saying anything? Is this a normal thing for teams to do? Should I say something? If I was being held down I'd want a teammate to stand up for me... What if I say something and I'm next to get whipped? But if I don't say anything it could get really bad for the guy... Should I just go tell one of the coaches? I don't support these actions do I? What should I do in this situation?

OPTIONS

Identify which option(s) would work best for you. Why?

- Don't say anything. Somebody else will do something.
- Yell out loud enough to get everyone's attention on the bus, including the coaches. Say something like "Hey, get off of him!" or "Let him go, he didn't do anything"
- Talk with a close friend and try to decide what's best.
- See if other teammates wants to say something with me.
- Walk up to the front of the bus and tell one of the coaches. Let them handle it.
- Wait until the next day at school to talk to a coach, teacher, or administrator in the school. Fill them in on what happened and who was involved.
- Personal options:

Hazing Scenario: Drink, Drink, Drink

READ ALOUD

You're at a party. You notice one of your friends is playing a drinking game with your teammates. It looks like she is already pretty drunk and she's not slowing down. The older girls are making her finish drink after drink. Everyone is laughing about it but she is clearly drunk. Nobody at the party is saying anything.

TRAIN OF THOUGHT READ ALOUD

How far are they going to take this? It's illegal for all of them to be drinking anyway... I'm just here to be a part of the team... Why are they drinking? It doesn't look fun at all... I don't need to start drinking do I? Should I get her out of here? Or maybe just speak up and stop her from drinking? I don't even want to be here... what if the police come and we all get in trouble? Should I say something to a teammate? Should I call an adult to come get me? What do I do in this situation?

OPTIONS

Identify which option(s) would work best for you. Why?

- Do nothing. They are having fun and it doesn't concern me.
- Go get my friend and try to talk her into leaving.
Explain that she's too drunk and she could get into serious trouble.
- Talk to one of the teammates forcing her to drink.
- Tell them that I think she's had enough and he can't control himself.
- Call an adult that I trust (parent, coach, friend) to come get me from the party. Don't tell them what happened.
- Wait until Monday and tell a school faculty member about the party. Say that the players on the team were forcing some other teammates to drink heavily at the party. Leave out names but just make the subject known.
- Ask my parents what to do about the situation. Give them all of the details and have them help me decide a course of action.
- Personal options:

ACTIVITY V

Bullying/Hazing PA Announcement

INSTRUCTIONS

The following script can be read before a competition, similar to a sportspersonship script, to remind athletes about the purpose of sport.

PA announcer to read:

“Good evening ladies and gentlemen, welcome to (Your School) High School for tonight’s matchup between (Both Contestants). Athletic events like this one teach lifetime values such as respect for coaches, opponents, as well as teammates. We would like to take this time to emphasize the importance of respect for your fellow teammate. The Iowa Policy on Hazing Code 708.10 defines hazing as acts involving forced activity with the risk of physical harm for the initiation or admission to a school affiliated organization. This is a serious issue that can have consequences within teams, schools, and also through the legal system. Remember to not only respect your opponents on the field of play, but also your own teammates off the field of play.”

Take the Pledge

As a team or group, you may choose to be public and “take the pledge” and commit to standing up against hazing and all abusive behaviors. It takes leadership.

As a member of this team, _____, I pledge to work hard and uphold the values and ideals of sportsmanship, loyalty, and respect. I will do this by taking care of my body, mind, and spirit and by following the requirements of the student code of conduct. I pledge to contribute positively to the health and wellbeing of my teammates and peers. I will do this by avoiding acts of hazing and abuse and by speaking out against bullying and acts of violence.

ACTIVITY VI

Team “Lifting” Events

INSTRUCTIONS

Hazing is often described by its supporters as a mechanism and necessary practice for creating a sense of loyalty, purpose, and submission to “team.” Team above self. If we want to seriously counteract incidents of hazing and its negative outcomes, then we must substitute these acts of abuse and violence with legitimate and honorable activities that promote real loyalty, purpose, and teamwork. As coaches and activities sponsors, we can organize opportunities such as community service projects for our athletes and students in which to participate. Weekly team dinners coupled with motivational speakers from former players and community leaders can help reinforce the ideals of loyalty, purpose, and team without embarrassing, humiliating, demoralizing, or harming peers and teammates.

SUGGESTED TEAM “LIFTING” ACTIVITIES

ROPES &
CHALLENGE
COURSES

COMMUNITY
SERVICE
PROJECT

GUEST
SPEAKERS

POTLUCK

MENTORING
(BIG/LITTLE)

OUTDOOR
RECREATION
ACTIVITY

SPORT
RELATED
ACTIVITY

RELAY
SCAVENGER
HUNT

ROPES & CHALLENGE COURSES*

TRUST/SPOTTING ACTIVITIES

No special equipment needed.

CROSSING THE NILE

Provide students with multiple planks, boxes, ropes, or other materials in a gym or open field. The intent is for the team to move from point A to point B, using the objects provided and not having their body touch the floor.

GUIDING HANDS

Place team into groups of 3 or 4. One member of the group is blindfolded while the other group members assist her/him through an obstacle course without any verbal communication.

HIGH VOLTAGE

Tie ropes at different heights around 3 or 4 trees – an enclosed space should be created and the ropes are an “electronic barrier.” All team members must get out of the enclosed area without being electrified (i.e., touching the ropes).

HUMAN KNOT

In a circle, grab the hands of two different teammates (not the hands of someone next to you). Work as a group to untangle the knot without releasing hands.

SAMPLE FACILITIES:

[UNIVERSITY OF IOWA HIGH ADVENTURE CHALLENGE COURSE](#)

IOWA CITY 319-335-9293

[IOWA VALLEY ADVENTURE](#)

MARSHALLTOWN 1-800-284-4823

[LANGWOOD CHALLENGE COURSE](#)

WAPELLO 319-5238381

COMMUNITY SERVICE PROJECT

FOOD OR CLOTHING DRIVE

VOLUNTEER AT A LOCAL ORGANIZATION

FUNDRAISING EVENT FOR LOCAL CHARITY

ATHLETES SHOULD

COLLABORATE AS EQUALS

List of duties

Divide duties among team

Establish deadlines

Follow-up

SPORT RELATED ACTIVITY

INSTRUCTIONAL CLINICS

for middle school athletes

INDOOR ROCK CLIMBING

MENTORING
BIG/LITTLE

GUEST
SPEAKERS

RELAY SCAVENGER HUNT

USED TO PROVIDE USEFUL INFORMATION TO ATHLETES

Questions regarding personnel (e.g., athletic director, assistant coaches), programs (e.g., speech, newspaper), services (e.g., counselling services), and other items of interest to student-athletes

New players could create list of questions based on what they would like to know about the team and pass the list on to another group

SHARING A MEAL/POTLUCK

MAKE SURE everyone is introduced

MAKE SURE there is something for everyone to eat

ALLOW TIME for everyone to interact

OUTDOOR RECREATION ACTIVITY

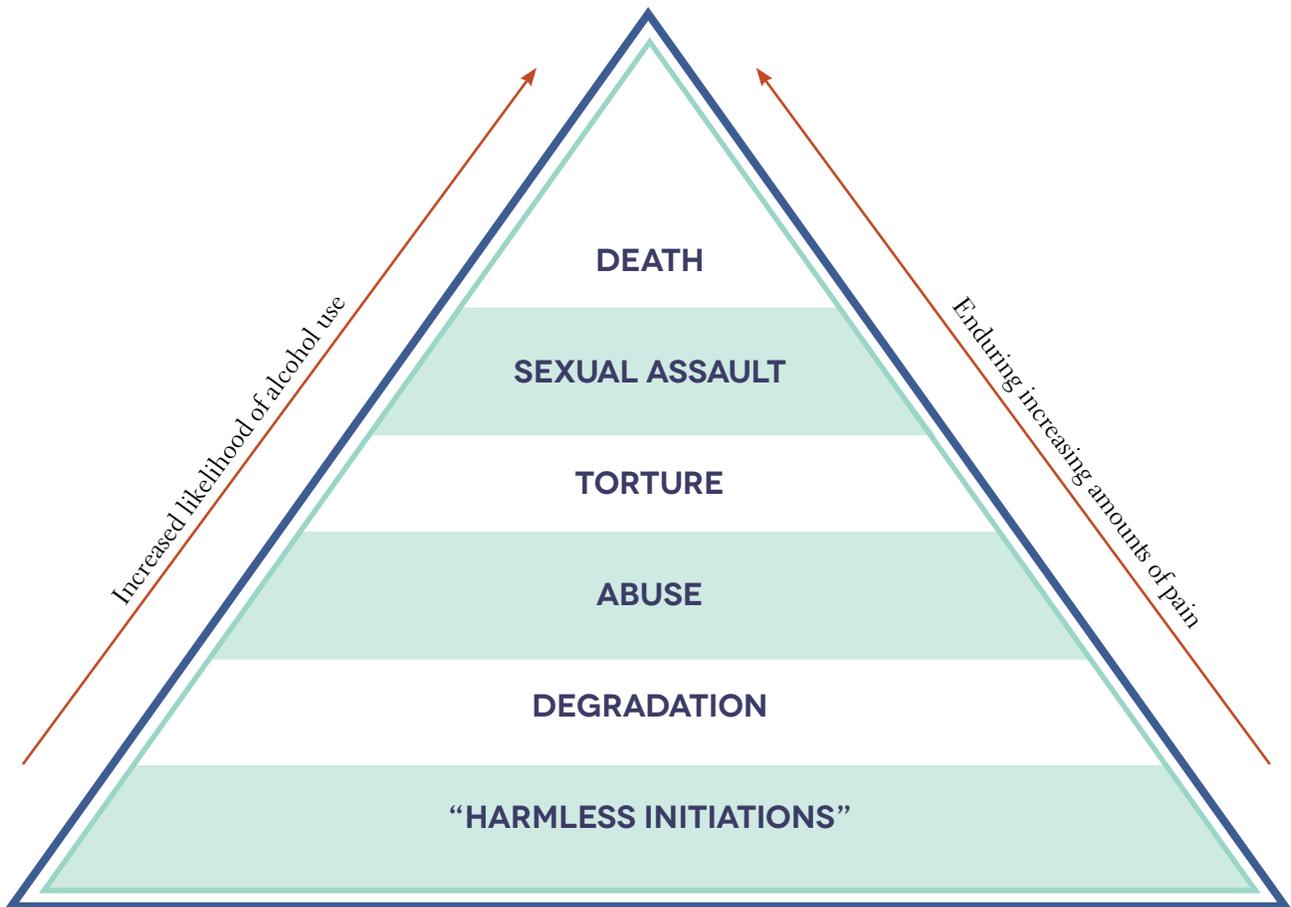
CANOEING, HIKING

INDOOR ROCK CLIMBING

ULTIMATE FRISBEE

FRISBEE GOLF

HAZING PYRAMID



HAZING PYRAMID

The hazing pyramid is a way to frame the types of hazing behaviors that can occur. At the bottom of the pyramid are harmless initiations. Over time, these behaviors have become minimized and accepted on teams. In groups, these harmless initiations support an environment where it is okay to degrade and shame other members and often leads to more dangerous behaviors. At the top of the pyramid are the most dangerous and harmful hazing behaviors.

HARMLESS INITIATIONS: Rites of passage, playful jokes that don't amount to harm, or it is just kids being kids.

EXAMPLES

- Having to remain silent for a period of time
- Shaving heads
- Providing service to senior members of team
- Wearing silly, embarrassing clothing
- Singing in public
- Associating with certain people and not others
- Being awakened in the middle of the night by other members
- Being given a wedgie

DEGRADATION: Starting to break down teammates, shaming and downgrading teammates, lowering the status of teammates.

EXAMPLES

- Being screamed, yelled, or cursed at
- Boys: questioning masculinity through sexist and homophobic language (e.g., pussy, fag)
- Girls: attacking appearance (e.g., fat, fatso) and/or sexual practices (e.g., slut, whore)
- Shaving other body parts
- Participating in drinking games
- Being transported and dropped off in unfamiliar location
- Being urinated on in the shower
- Watching live sex acts

ABUSE: Emotionally attacking teammates, physically injuring or hurting teammates, maltreating teammates.

EXAMPLES

- Paddling
- Pink bellying (hitting someone until their belly is pink)

- Public nudity
- Binge drinking
- Duct taping
- Sleep deprivation
- Branding/tattooing/piercing
- Enduring harsh weather conditions without appropriate clothing
- Icy hot on genitals
- Eating disgusting concoctions

TORTURE: Severe mental or physical pain, unbearable pain or suffering, anguish of body or mind.

EXAMPLES

- Extreme starvation
- Extreme sleep deprivation
- Drinking large amounts of non-alcoholic beverage
- Gauntlet of punches from fists or other objects
- Alcohol poisoning
- Forced to have sex with multiple partners

SEXUAL ASSAULT: Forced to engage in a sexual act against their will.

EXAMPLES

- Girls (most common)
 - Being raped
- Boys (most common)
 - Sodomy
 - Expected to participate in rape or gang rape

DEATH: Unfortunately, an unintended consequence of hazing is death and these are often the stories heard in the media.

EXAMPLES

- Homicide
- Suicide

HAZING RESOURCES

INITIATION RITES IN AMERICAN HIGH SCHOOLS: A NATIONAL SURVEY, 2000

This report summarizes findings from a survey sent to high school students across the nation about their hazing experiences during high school.

NATIONAL DATA SETS: COLLEGE STUDENTS

National Study of Student Hazing: Examining and Transforming Campus Hazing Cultures: Dr. Elizabeth Allan and Dr. Mary Madden, 2008

This report highlights findings about the hazing experiences of college students who participate in a wide-range of activities.

STEP UP PROGRAM FROM UNIVERSITY OF ARIZONA

Provides a wealth of resources about helping athletes engage in prosocial behaviors.

NATIONAL SURVEY OF SPORTS TEAMS: DR. NADINE HOOVER, 1999

This report discusses data collected from athletes competing at the DI, DII, and DIII collegiate level.

NATIONAL FEDERATION OF STATE HIGH SCHOOL ASSOCIATIONS

Information about hazing for students, parents, coaches, and administrators.

NCAA: BUILDING NEW TRADITIONS: HAZING PREVENTION IN COLLEGE ATHLETICS, 2007

STOPHAZING.ORG:

Educating to eliminate hazing.

NATIONAL DATA SETS: HIGH SCHOOL STUDENTS

Summary: Hazing in View: High School Students at Risk: Dr. Mary Madden and Dr. Elizabeth Allan, 2008

This is a summary report of the experiences that college students had with hazing as high school students.