

# Hazing Prevention: Insights from the Research

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**“Hazing is any activity expected of someone joining or participating in a group that humiliates, degrades, abuses, or endangers them regardless of a person’s willingness to participate.”**

**(Allan & Madden, 2008)**

1. Group context
2. Abusive behavior
3. Regardless of an individual’s willingness to participate

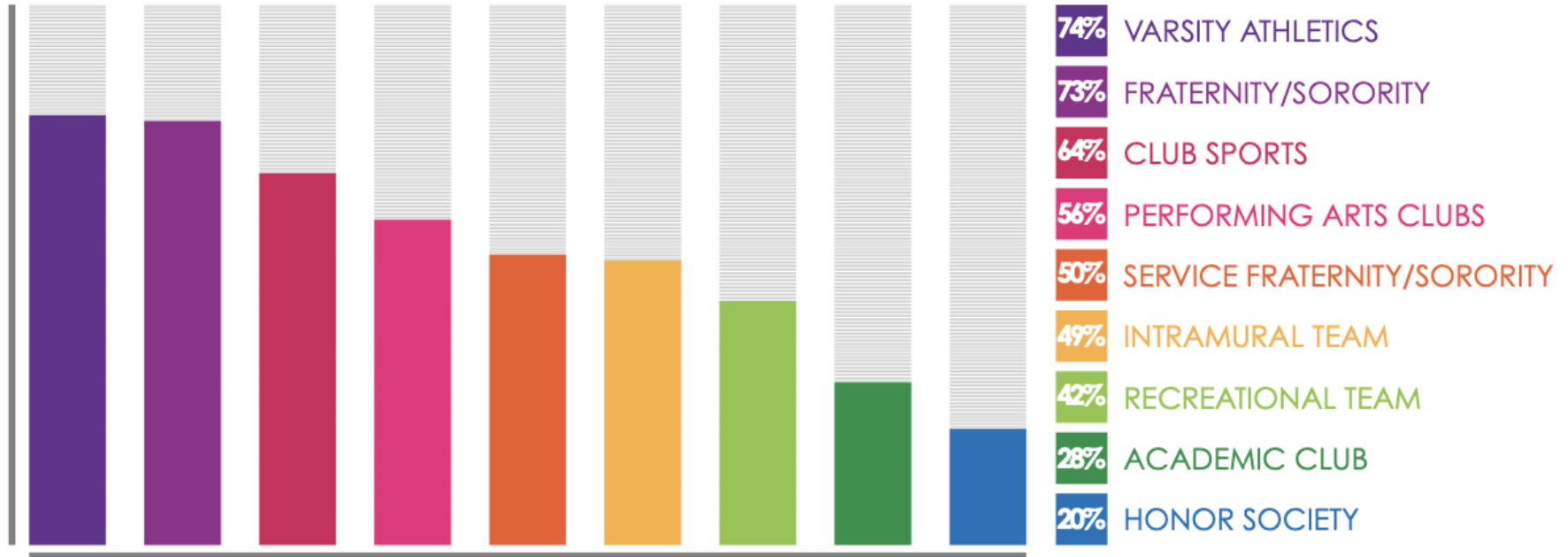
# 55%

The percentage of students who reported experiencing hazing as part of a club, team, organization in college (Allan & Madden, 2008).

47%

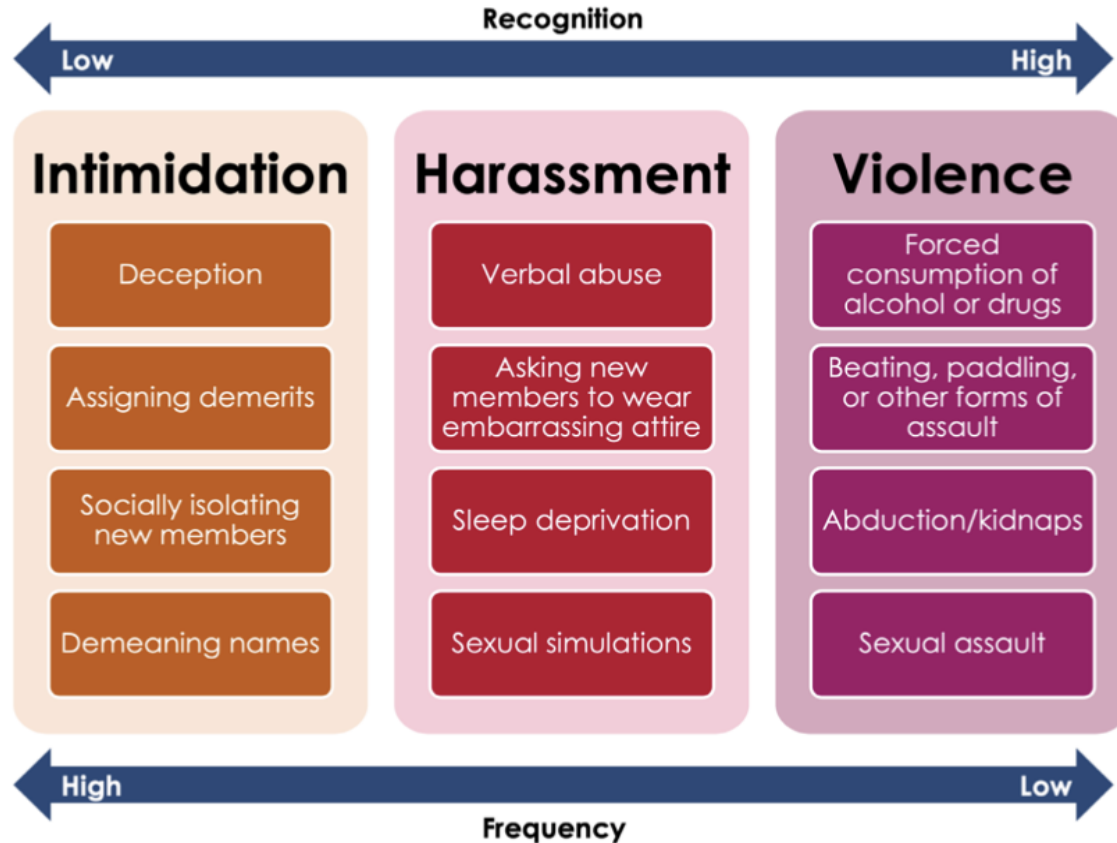
The percentage of students who reported experiencing hazing as part of a club, team, organization in high school (Allan & Madden, 2008).

## Percent of Students Who Experience Hazing



Allan & Madden, 2008

# The Spectrum of Hazing™



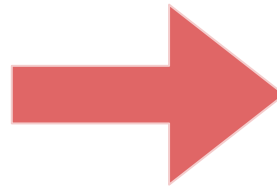
Allan, 2005; Allan & Kerschner, 2020; Adapted from Bringing in the Bystander

# A Disconnect

A gap exists between student experiences of hazing and their willingness to label it as such.

55%

Experience hazing



9%

Identify they were hazed

# Hazing Prevention

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**HAZING  
 PREVENTION  
 CONSORTIUM**



**Hazing Prevention Toolkit  
 FOR CAMPUS PROFESSIONALS®**  
 Elizabeth J. Allen, Jessica M. Payne, Aligail Boyce, and David Kerschner

Campus hazing can have far-reaching negative consequences for individual students, their families, student organizations, groups, and teams, and the broader campus community. Because hazing is a complex issue that reflects campus culture, there is no "one size fits all" solution. The purpose of this Hazing Prevention Toolkit for Campus Professionals is to describe components of a data-driven Hazing Prevention Framework (HPF) based on key principles of prevention science and findings from a research-to-practice project, the Hazing Prevention Consortium (HPC) led by StopHazing™. While effective responses to hazing are vital, this document emphasizes activities that prevent hazing before it begins. Designed with college and university senior leaders in mind—including Presidents, Provosts, Vice Presidents, Deans, Directors, and other executive and administrative leaders in academic and student affairs—this Toolkit includes action steps to help guide campus professionals in campus-wide, comprehensive hazing prevention.

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*(Allan, Kerschner, & Payne,  
 2018)*

# Commitment to Hazing Prevention

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**Commitment** is the investment of human, financial, and structural resources and public endorsement of actions to foster a campus climate that is inhospitable to hazing.

*(Allan, Kerschner, & Payne,  
2018)*

# Commitment includes:

- ▶ Clear expectations and accountability for inclusive and safe student groups
- ▶ Senior level administrators play active and public role endorsing hazing prevention
- ▶ Engagement across campus stakeholder groups
- ▶ Incentivize alternatives to hazing
- ▶ Widespread, consistent, and transparent communication about enforcement of hazing policies





**We Don't Haze**  
COMPANION GUIDE

# 10 SIGNS OF HEALTHY & UNHEALTHY GROUPS: TOOLKIT

Access this toolkit and  
companion guide at:

[stophazing.org/resources](http://stophazing.org/resources)



## How to Identify Hazing

What to watch and listen for to know when someone is being hazed

### What is hazing?

Hazing is any activity expected of someone joining or participating in a group that humiliates, degrades, abuses, or endangers them regardless of a person's willingness to participate.<sup>1,2</sup>

HUMILIATION, ROAST NIGHTS, OR WEARING EMBARRASSING CLOTHING	? BEING TAKEN TO & LEFT AT AN UNKNOWN LOCATION	SLEEP DEPRIVATION AND BEING WOKEN UP IN THE NIGHT
EXPECTING ITEMS TO ALWAYS BE IN ONE'S POSSESSION	THREATS, IMPLIED THREATS, VERBAL ABUSE & ASSIGNING DEMERITS	WATER INTOXICATION OR FORCED INGESTION
DRINKING LARGE AMOUNTS (BOTH ALCOHOLIC & NA)	WATCHING OR PREFORMING LIVE SEX ACTS	MAKING PRANK CALLS OR HARASSING OTHERS

### What are the signs?

Below are some "red flags" to look for may indicate that a person has experienced hazing.

CHRONIC FATIGUE	UNUSUAL PHOTOS POSTED ON SOCIAL MEDIA	DISRUPTED PATTERNS OF BEHAVIOR OR COMMUNICATION <small>SKIPPING CLASSES, CHANGE IN GRADES, NOT COMING HOME, NOT EATING MEALS AS USUAL, CHANGE IN PERSONAL HYGIENE, ONLY ASSOCIATING WITH CERTAIN PEOPLE.</small>
DESCRIBING HAZING ACTIVITIES, BUT REFERRING TO THEM AS "TRADITIONS" OR "INITIATIONS."	CONCERN EXPRESSED FROM OTHERS	SYMPTOMS OF DEPRESSION

### How can I report it?

Each school and institution has its own process for reporting hazing. Below are a few examples of who you might contact for support.

CAMPUS/SCHOOL PROFESSIONAL, COACH, PROFESSOR, ADVISOR, TEACHER, ETC.	DEAN OF STUDENTS OR ADMINISTRATION MEMBER
HEALTH SERVICES OR SCHOOL NURSE	PARENT, TRUSTED ADULT, RESIDENCE HALL DIRECTOR
CAMPUS SAFETY OR LOCAL LAW ENFORCEMENT	

Source:  
1. Allen, E. J. Madden, M. (2008) Hazing in view: College students at risk. Initial findings from the national study of student hazing. <https://stophazing.org/research/national-hazing-study-hazing-in-view/>  
2. Hoyer, J. (2009). National survey of sports hazing. Initiative Report published by NCAA sports teams.  
3. Stophazing Research Lab. (2020, December). <https://www.stophazing.org/research/>  
4. Hazing: The Issue. <https://www.stophazing.org/issue/>

# SO, WHAT IS HAZING?

**Definition of Hazing:** "any activity expected of someone joining or participating in a group that humiliates, degrades, abuses, or endangers them regardless of a person's willingness to participate."<sup>1,2</sup>

**55%** of students experienced hazing **BUT ONLY 9%** identified they were hazed or considered themselves to have been when asked directly.

It includes three key components:

1. It occurs in a group context
2. Humiliating, degrading, or endangering behavior
3. It can happen regardless of an individual's willingness to participate, regardless of consent

identified they were hazed or considered themselves to have been when asked directly.



## HAZING CAN TAKE MANY FORMS.

Humiliation, roast nights, or wearing embarrassing clothing	Being taken to & left at an unknown location	Sleep deprivation and being woken up in the night	Greeting others in a specific manner
Expecting items to always be in one's possession	Threats, implied threats, verbal abuse, & assigning demerits	Water intoxication or forced ingestion of substances	Making prank calls or harassing others

### WHERE CAN IT HAPPEN?

Hazing happens at colleges and universities AND middle and high schools. Some common places are:

- Varsity Athletic Team
- Social Fraternity or Sorority
- Club Sports
- Performing Arts Organization
- Academic Club
- Honor Society
- Service Fraternity or Sorority
- Intramural Team
- Recreation Club

### STATE LAWS & HAZING POLICY

Although 44 of the 50 states have anti-hazing laws in place, the strength and breadth of the laws vary significantly. Familiarize yourself with the law in your state and your campus policy.



### IS HAZING EFFECTIVE FOR GROUP BONDING?

**NO!**

- 82% of students agreed that "Hazing is not an effective way to create bonding."<sup>1</sup>
- 86% of students agreed that "Hazing is not an effective way to initiate new members."<sup>2</sup>
- 96.6% of students agreed that "I do not need to be hazed to feel like I belong to a group."<sup>3</sup>

### WAYS TO BUILD HEALTHY GROUPS & TEAMS

- Participate in community service projects together
- Identify common times for new and returning members to hang out (e.g. group meals, studying, working out)
- Visit a challenge course led by professionals to work on communication and leadership skills
- Utilize campus resources to promote scholarship
- Strengthen problem solving skills through team building activities
- Work on personal development through activities like vision boards, goal setting, etc.<sup>4</sup>

### WHERE TO FIND HAZING INFORMATION

#### Federal Legislation:

Policy is a core component of comprehensive violence prevention, hazing included. To read more about federal hazing legislation, go to: [www.stophazing.org/policy](http://www.stophazing.org/policy)

#### Research and Statistics

Stophazing is a research-based organization focused on promoting safe and inclusive school, campus, and organizational environments.

**WANT TO LEARN MORE? GO TO STOPHAZING.ORG**

#### Your Campus/Institution:

Many campuses have anti-hazing policies written into their code of conduct. Reach out to your institution to find out what policies they have in place and how to report hazing.

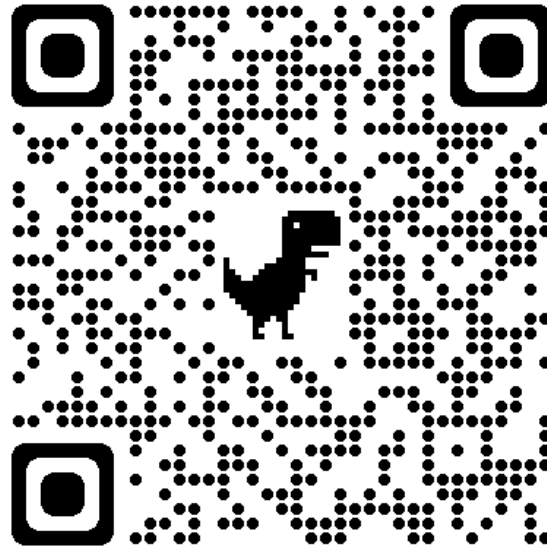
1. Allen, E. J. Madden, M. (2008) Hazing in view: College students at risk. Initial findings from the national study of student hazing. <https://stophazing.org/research/national-hazing-study-hazing-in-view/>  
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4. Hazing: The Issue. <https://www.stophazing.org/issue/>



Download both at:

[stophazing.org/resources](http://stophazing.org/resources)

# Additional Resources



# You can make a difference.

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## About StopHazing

StopHazing, founded and led by Dr. Elizabeth Allan, professor of higher education at the University of Maine College of Education and Human Development, is a leading hazing prevention research organization that supports safe and welcoming school, campus and organizational climates in which abuses of power can be normalized.

Reference in part of full to this resource should provide attribution as follows:

StopHazing (2023) StopHazing's 10 Signs of Healthy and Unhealthy Groups: Leadership Training

## With Special Thanks:

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The StopHazing Research Team

