

# Hazing Prevention Training

Created for friends of Ohio University

# OHIO's Definition of Hazing

## **Commitment to a Safe Environment**

Ohio University seeks to promote a safe environment where students may participate in activities and organizations without compromising their health, safety, or welfare. It is therefore the University's policy that hazing is prohibited.

## **Hazing Defined**

Any action or situation which recklessly or intentionally endangers the mental, emotional, or physical health or safety of a student for the purpose of initiation or admission into, or affiliation with, any student organization or group regardless of the person's consent to participate.

# Hazing: Power-Based Personal Violence

Hazing is power-based personal violence, which often includes the characteristics listed below.

Power and Control	Progressive	Covert	Cyclical
<p>For hazing to occur, one person must perceive themselves to be in a position of <b>power</b> and choose to <b>exert control</b> over another. Even if a person does not recognize it, they could be in a position of power simply due to their position or status within an organization or team.</p>	<p>Events tend to start as subtle incidents and progress over time to more egregious hazing abuses; hazing thus occurs in a continuum from subtle to violent. This is not to say that all organizations engaged in hazing will eventually progress to violent hazing. The hazing activity may stop any place along the continuum. Our goal at Ohio University is to recognize, intervene and report hazing prior to escalation.</p>	<p>In hazing incidents, the whole team or organization is rarely involved in the hazing of the new members. Most often a small group of members will engage in hazing activities without the knowledge of the rest of the group. Hazing events will often be conducted in private apartments or off-campus away from public scrutiny.</p>	<p>People who were hazed often repeat the traditions of abuse and harm they experienced as the 'norm'. Hazers often use the excuse or rationale that, since they were hazed, new members must be hazed as well and once they gain positions of power, they tend to inflict similar levels of abuse on lower-status members of their in-groups.</p>

# Hazing Policy

Ohio University  
further defines  
hazing to include...

Refer to [Policy 23.010](#) to read  
the full policy.

a) Any action or situation which recklessly or intentionally endangers the mental, emotional, or physical health or safety of a student for the purpose of initiation or admission into, or affiliation with, any student organization or group regardless of the person's consent to participate.

b) Brutality of a physical nature including but not limited to paddling, whipping, beating, branding, forced calisthenics, or exposure to the elements.

c) Coerced consumption, including but not limited to any food, alcoholic beverage, liquid, drug, or any other substance that subjects the student to an unreasonable risk of harm.

d) Acts intended to cause mental stress, including but not limited to sleep deprivation, transportation or abandonment, confinement to a small space, forced exclusion from social contact, forced conduct which could result in embarrassment, any forced activity that is designed to shame or humiliate, or any action of harassment (as defined in the "Student Code of Conduct").

e) Coerced activities, including but not limited to violation of local, state or federal laws, violation of university policies, rules, or regulations, and personal servitude.

f) Acts of sexual misconduct, relationship violence, or stalking, as defined by Ohio university policy 03.004.

# Ohio Senate Bill 126

Ohio Legislature enacted Senate Bill 126, an anti-hazing act in 2021. Please read this slide thoroughly before proceeding.

1. “Hazing” means doing any act or coercing another, including the victim, to do any act of initiation into any student or other organization or any act to continue or reinstate membership in or affiliation with any student or other organization that causes or creates a substantial risk of causing mental or physical harm to any person, including coercing another to consume alcohol or a drug of abuse.
2. No person shall recklessly participate in the hazing of another. A violation of this is a misdemeanor of the second degree.
3. No administrator, employee, faculty member, teacher, consultant, alumnus, or volunteer of any organization...shall recklessly permit the hazing of any person associated with the organization
4. No person shall recklessly participate in the hazing of another when the hazing includes coerced consumption of alcohol or drugs of abuse resulting in serious physical harm to the other person. Violation of this is a felony of the third degree.
5. No administrator, employee, faculty member, teacher, consultant, alumnus, or volunteer...shall recklessly fail to immediately report the knowledge of hazing to a law enforcement agency in the county in which the victim of hazing resides or in which the hazing has occurred. Violation of this is a misdemeanor of the fourth degree, or first degree if it causes physical harm.

## Please note...

- **Legal consequences** not only include those who participate in hazing, but also those who are aware of hazing and do not report it.
- This applies to staff, faculty, volunteers, and other members of the OHIO Community. **If you know about past, current, or intended hazing, and you do nothing about it, you may face prosecution.**

# Understanding Complicity

## Complicity

A person is complicit when they are present during any known or obvious violation of university rules, regulations, policies, and/or law in such a way as to enable, condone, or encourage a violation of policy and/or law.

## Remember:

Failure to act as a responsible bystander, provided it is safe to do so, by choosing to not remove oneself from the situation, or to address the situation directly with other parties, or by failing to seek assistance to resolve the situation.

# Signs someone may be experiencing hazing:

- Sleep deprivation
  - Unusual or unexplained absence(s) from class or engagement in other activities
  - Decline in academic performance
  - Not being allowed to shower or clean themselves
  - Wearing highly unusual or similar/identical clothing/costuming with other members of a student group that is not part of a required uniform
  - Pulling away emotionally and/or physically from friends and family
  - Defensive responses about student organization membership when explaining unusual events or activities
  - Lengthy weekend commitments
  - Loss of privileges that may sound unnatural, like having a cell phone taken away, or prevention from eating, sleeping, etc.
  - Forced consumption of alcohol, food, or other substances
  - Cleaning peers' houses
- \*Note: This is not a fully comprehensive list.*

# Bystander Effect

## Bystander

A bystander is anyone who witnesses a scenario in which harm is imminent or who receives a disclosure of an incident after the fact. Sometimes, bystanders do not intervene.

## Common Reasons for Not Intervening:

- Diffusion of Responsibility
- Evaluation Apprehension
- Perceptions of the Situation

### Diffusion of responsibility:

- "Someone else will handle this."
- "I don't need to get involved."
- "Not my problem."

### Evaluation Apprehension:

- "What if this isn't really an emergency?"
- "What if I'm reading this wrong?"
- "I don't want to embarrass myself--I'll just ignore this and keep going."

### Perceptions of the Situation:

- "That's what you get when you join a group like that."
- "What did they expect to happen?"
- "It's their fault that they're being treated this way."
- "They deserve this."

# Bystander Intervention

Follow these 5 steps to intervene:

## Notice the event

- Be aware of the situation

## Interpret the event as a problem

- Recognize behaviors that are causing harm

## Take **personal responsibility** to intervene

- You play a role in keeping our community safe

## Decide how to intervene

- Refer to the 4 D's of Bystander Intervention on the next slide

## Intervene

Act in the moment

# 4 D's Model of Intervention

## Ohio University uses the 4 D's Model of Bystander Intervention.

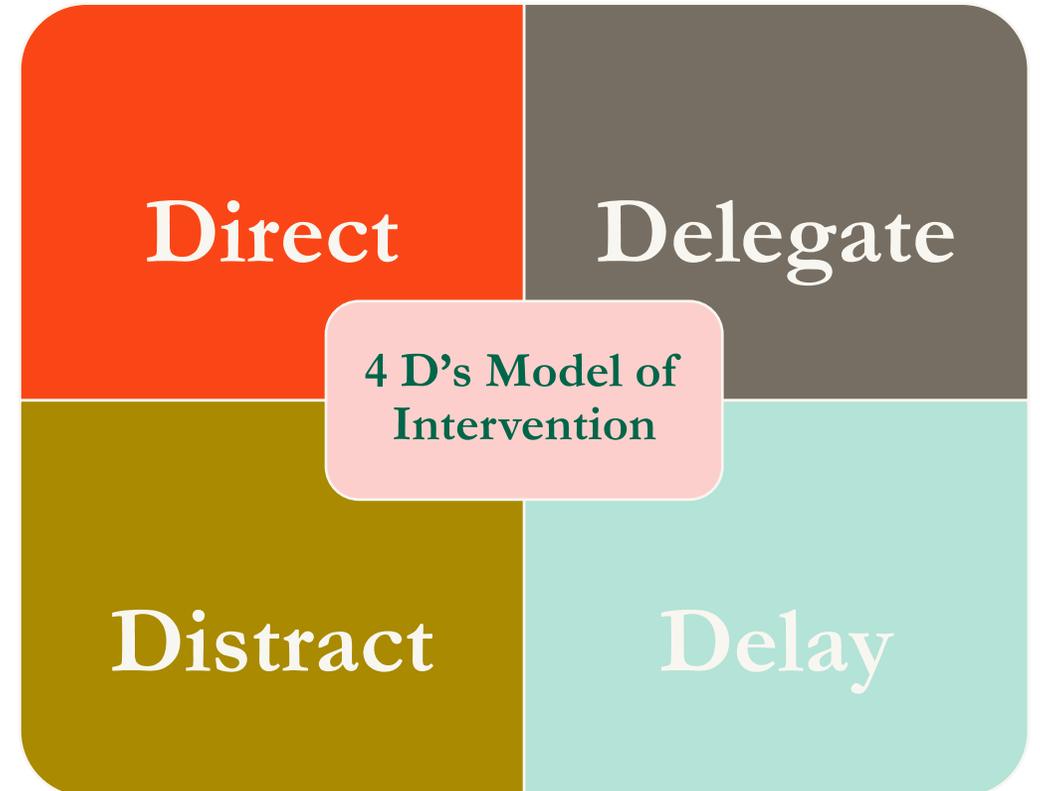
**Direct:** Addressing and/or approaching the people that are directly involved in a situation that could escalate to harm.

**Delegate:** Alert friends, advisor, coach, instructor, or staff member to make them aware of the situation.

**Distract:** Create a diversion or otherwise defuse a situation that could lead to hazing or harm.

**Delay:** Respond with empathy, share appropriate resources, and hold space with someone who is disclosing an act of violence.

*\*This model will most-likely be used by students while a situation is occurring. If you are in an advisory role, report the behavior immediately to the University or OUPD.*



# Reporting Hazing

- **Visit the Office of Community Standards and Student Responsibility website to complete an incident report**
  - **CSSR Website:** <https://www.ohio.edu/student-affairs/community-standards/report-incident>
  - **Incident Reporting Form:** <https://cm.maxient.com/reportingform.php?OhioUniv>
- **Need an Immediate Response?**
  - To report a dangerous instance of hazing currently underway or one that you believe will occur in the future, call OUPD at 911 or 740-593-1911

# Additional Resources

- **Bystander Intervention Training**
  - Schedule a training here:  
<https://www.ohio.edu/health-promotion/greendot>
- **Be Informed Bobcats**
  - Web: <https://www.ohio.edu/student-affairs/be-informed-bobcats>
- **Dean of Students Office**
  - Web: <https://www.ohio.edu/student-affairs/dean-of-students>
  - Phone: 740-593-1800
- **Office of Community Standards and Student Responsibility**
  - Web: <https://www.ohio.edu/student-affairs/community-standards>
  - Phone: 740-593-2629
- **Counseling & Psychological Services**
  - Web: <https://www.ohio.edu/student-affairs/counseling>
  - Phone: 740-593-1616
- **Campus Care/Hudson Health Center**
  - Web: <https://www.ohio.edu/campus-care>
  - Phone: 740-592-7100
- **Ohio University Police Department**
  - Phone: 911 or 740-593-1911



Thank you!