

real talk
**HAZING
PREVENTION**

we're glad you're here

We're glad you're here because it means you're ready to make a difference.

In order to truly work towards the elimination of hazing, we must focus on its **prevention, management**, and promoting **awareness**. Though it's common to use awareness, management, and prevention interchangeably, it's not appropriate. This guide is designed to help you understand the differences and how to educate your community to be better. We'll cover definitions, best practices, and offer advice to help you build a custom gameplan for your community.

Let's start with some basics:

Awareness is about learning that hazing exists and is a problem. Awareness uses statistics, anecdotal stories, and other devices to heighten student, faculty, and staff awareness about hazing and their ability to identify it when they see "the signs" that something is wrong.

Management is reactive, it's remedying a current issue (i.e. suspending a new member process while you conduct an investigation.)

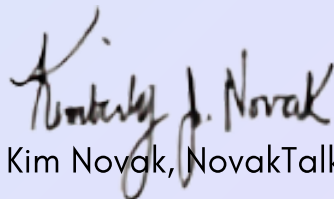
Prevention is proactive, it's the actual act of empowering students to use their power as bystanders to become upstanders when they know hazing is going on. Students need tools to be able to speak up so tragedy doesn't strike.

As you consider the needs of your community, ask yourself, which topic(s) do I need to address right now? When we think critically about the needs of our communities it helps us to prepare a more impactful program, and thereby spark greater change.

We'll be with you every step of the way. You can always reach out to us at prevention@realtalkagency.org



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SUPPORTING YOUR STUDENTS

In order to plan an effective Hazing Prevention Week, take some time to reflect on where your community is when it comes to this topic. Properly identify the struggles and strengths, allowing you to plan a week that is impactful and one that starts to create positive change within your community

RED

- Culture and/or history of hazing on campus and within chapters
- Conversations around hazing prevention do not happen within chapters
- Students do not want to engage in conversations about their own chapter issues and how they can address them
- Students tend to have positive attitudes towards hazing as a brotherhood/sisterhood builder
- Chapter advisors lack knowledge and/or training on how to have conversations around hazing

YELLOW

- Students are somewhat willing to have conversations around hazing but do not take action to address issues
- Students do not have a positive attitude towards hazing, but they may or may not have chapter practices that are hazing, they just do not label consider it to be hazing because it is not physical
- Chapters have discussions around hazing but there is no depth to the conversations
- Chapter advisors have some knowledge and training around the topic but are not engaged with addressing issues within their chapters

GREEN

- Students are willing to have conversations around hazing and also create manageable action items to address issues within their chapters
- Students have a negative attitude towards hazing and recognize the harm that hazing can cause to an individual as well as to a chapter
- Students can recognize their own issues within a chapter and are open to conversations on how they can fix the issues
- Chapters regularly have conversations about hazing within the chapter
- Chapter advisors are knowledgeable and well trained to address issues related to hazing within a chapter

IF YOU SELECTED RED

As you prepare for Hazing Prevention Week, realize this is an opportunity to start the conversation with your students. Realize this will be an introductory week for most of your chapters so use the opportunity to plan activities to meet them where they are and to create opportunities for the conversations to continue after this week.

What To Do This Week

- Use this week to introduce what activities are and are not hazing on your campus. Even though you may think this is basic information, your need to make sure all chapters have the same level of understanding
- Provide alternatives to what chapters can do for reasons commonly given for why hazing “works.” If students say it builds brotherhood/sisterhood, use the week to provide activities on what chapters can do to replace unhealthy practices with ones that are healthy
- Use this week to get chapter leaders on board with the idea of addressing issues within the chapter. This will allow you to work with them to identify their issues and create action plans to start addressing issues
- If resources allow for it, do some type of educational workshop to help provide the advisors with some additional training so they can better support chapters

IF YOU SELECTED YELLOW

As you prepare for Hazing Prevention Week, you have identified that your students are coming into the week with some knowledge but they still need some help with understanding the basics on hazing and how they can address issues within their own chapters. Use this week to re-introduce what hazing is to your groups and what damage it can cause a chapter. Also, use this week to provide them with tangible things that they can use to work on addressing the issues throughout the year.

What To Do This Week

- Since your students have basic understand of hazing, use this week to provide a refresher on what is/isn't hazing as well as what the harms. When addressing the harms, don't just address the physical and emotion harm, address the harm that comes to the chapter live division within the chapter, lack of trust etc
- Your chapters do well at identifying what is/isn't hazing, so use this week to ensure that they can do this own self-reflection on their chapter. Often times students can recognize something is hazing but within their own chapters, struggle to really recognize when something is an issue
- Use this week to help provide tangible resources on what they can use to start addressing issues and changing chapter culture.
- Use this week to have chapters do self-reflection and create their own plans for addressing issues
- If resources allow for it, do some type of educational workshop to help provide the advisors with some additional training so they can better support chapters

IF YOU SELECTED GREEN

As you prepare for Hazing Prevention Week, you have identified that your students are in a pretty good spot. They have a good understanding of what is and isn't hazing and actively work to address issues within their chapter. Use this week to spread your reach to ensure that all members of the chapter have the same knowledge and not just the upper classmen and officers. You can also use this week to challenge your students to be even better and address issues that may be lingering or viewed by the students as not being a big deal.

What To Do This Week

- Consider hosting targeted events for specific groups within your community. For new members and non-officers, you can host an even focused on why the community has rejected hazing, the harms it causes, what it is etc. For officers, you can host a smaller workshop to have conversations around an issue that might be occurring so you can address them before they turn into problems
- Allow chapter leaders to share with the community what they have done that works to address hazing within their chapter and/or what they do to create strong brotherhood/sisterhoods in healthy ways. Examples could be a TED Talks style of workshop where leaders do 10-minute presentations, posters around campus, a community email etc
- Workshop for older advisors to share resources/ideas with newer advisors who have just started in their roles

PREVENTION VS MANAGEMENT

Prevention and Risk Management are two terms that are often used interchangeably when it comes to addressing issues within a chapter but they are very different.

It is important for chapters to recognize the difference in each, so they can ensure that they are working to have healthy practices in both.

Prevention is the practice of examining issues within your chapter and working to address them before they turn into a full-blown problem and/or an incident related to the issue occurs. In relation to hazing, you would be practicing good prevention efforts if you identified an activity as being hazing and unhealthy and then started the process of working to change and address this problem.

Other Examples of Prevention Practices:

- Having sober monitors at events with alcohol to help ensure members and guests stay safe and policies are followed
- Having a set 6-8-week plan for your new member period to ensure that all policies are followed and all activities clearly identified so they aren't left up to chance
- Conducting fire drills at the chapter house to ensure members know what to do and where to go if there is a fire

Risk Management is the reaction to an event or incident. In relation to hazing, if your chapter required new members to be designated drivers (DD) for brothers/sisters on the weekend and a new member got into an accident, your chapter's reaction to this incident would fall into the risk management category.

Other Examples of Risk Management Practices:

- A guest gets hurt at one of your chapter's formal events and your sober monitors have a process to follow to ensure the guest gets help
- A new member gets sick at an off-campus brotherhood retreat and your chapter officers know what steps to take in order to get that new member help/care
- A window gets broken at the chapter house after brothers were playing with a baseball inside and your chapter has a process of what to do to secure the window and a process of who to contact to get it fixed

PLANNING WORKSHEETS

WHY

Why are you hosting anti-hazing activities?

Are you looking to raise AWARENESS or teach PREVENTION or both?

Has your community recently been affected by hazing? How does that affect your approach?

WHO

Who are your primary receivers of this information?

Fraternity and Sorority: new members, general members, council leadership, new member educators, risk managers, presidents

Athletics/Club Sports: rookies, captains, other leaders

Clubs and Organizations: leadership, general members, etc.

Who are your secondary receivers of this information?

Faculty, Staff, Unaffiliated Students, Coaches, Advisers, Police, Conduct Officers

How large are those groups?

Who makes up your planning committee?

Fraternity and Sorority Adviser, Council Leaders, Athletic Compliance, Student Athlete Advisory Committee etc.

WHAT

What sorts of activities will be useful in reaching your different audiences?

Speaker (Vendor, Fraternity and Sorority Adviser, Athletic Compliance Staff), social media campaigns, activities (game show, contest, fundraiser), memorial activities, online modules or workshops, tabling, signing a pledge etc.

WHEN

When do you plan on hosting your events?

National Hazing Prevention Week (September), after recruitment, one week in the fall, one week in spring

Are there other things happening on campus at that time that might affect attendance or response from our primary receivers?

Midterms, Sports tournaments, Greek Week, Parent/Family events, etc.

HOW

What spaces are available to us for our event?

Where is our budget coming from?

Councils, Office Budget, Collaboration with another office on campus?

Who can sign contracts on behalf of the University (if necessary)?

real talk: THEMES

Just like with any crime, hazing is likely to affect survivors' mental, emotional, and physical health. One should always keep in mind that you don't know who is in your community or in the room during your events. Given what we know about hazing in high school (47% of high school students have been hazed), it is possible that many of the people in your sessions or activities for the week are survivors of hazing. Therefore, if you want students to feel comfortable about having these serious conversations, it's important that you don't offend or hurt the people that the other 53% could learn from the most. Here are a few do's and don'ts for theming your week:

DO

- Choose a theme that connects with the identity of your university (i.e. "Cougs Don't Haze," "Flyers Don't Let Hazing Fly," "Wildcats United Against Hazing" etc.)
- Choose a theme that everyone in your community can get behind. If your theme specifies your sorority/fraternity community or athletic teams you might lose out on other students who want to get involved with the cause of hazing prevention

DON'T

- Don't choose themes that will make light of hazing (i.e. "DONUT Haze," "Let's TACO Bout Hazing," "Hazing is NUTS" etc.)
- We know that hazing can appear in all different forms. Don't choose themes that only address one particular type of hazing (i.e. These HANDS Don't Haze)

real talk: **LANGUAGE**

It is imperative to this whole week working for you that you use the appropriate terminology for the group you're working with. For example, you wouldn't use terms like "rookie" or "coach," when talking to fraternity and sorority members or terms like "pledges," "ritual," or "on line" with performance arts groups. Just be cognizant of how your words will affect your audience. This doesn't just apply to the jargon we use related to these different groups, but also to the in the anecdotes we share. How much does shock value work versus empowering students to build capacity in having conversations with their members/teammates about why hazing doesn't have a place in their organization? Consider appropriate approaches for Gen Z (and before you know it Generation Alpha).

BUILD YOUR TEAM

1 - START AT THE TOP

When creating a team, think about where hazing can happen and who would buy-in to helping you have this conversation. Campus administration would be a great first place to start. Think about your Provost or University President. Think of the various offices on campus like the Office of Student Affairs or Student Conduct Boards. Speak to members of various sport teams, clubs and organizations to participate.

Gathering anywhere from six to ten members is a great place to start. Make sure not to invite too many friends. Your group will need to work quickly and too many voices is hard to navigate.

2 - MAKE IT PERSONAL

When approaching someone to be a part of the team, tell them why you are creating this team and how they can help. Cite their strengths and how their perspective would work with the team. If they say they aren't able to participate, thank them for their time, and ask if they would recommend anyone to serve in this role.

3 - GET ORGANIZED

Make sure you set yourself up for success. Before your first meeting, create a few organizational items. For your first meeting, we suggest the following:

- *Agenda*: Set aside time for you to put all your thoughts on paper, so when you have your first gathering, your time is well spent
- *Contact List*: Who is at the table, who do they represent, and how do we get in contact with them
- *Mission*: What do we hope to accomplish
- *Action Plan/First Steps*: What steps are we doing as a group and what are people doing between meetings? Make sure this is clear. You might not have every step filled out, but get at least the first three written out. Allow time to discuss as a group, so there is buy-in within the committee
- *Meeting Times*: Always have the next meeting time assigned, so take-aways are clear with next steps
- *Roles*: Everyone should have a task within the group
- *Discussion*: What are we missing? Make sure you have time so everyone has a chance to speak. You shouldn't do all the work. You assembled this team to help!

4 - PROMOTE

How are you talking about the work of your team? Using your own social media? Promoting in person? Think about how you can create a buzz for the work you are doing. There may be some others that are willing to help out with events and various tasks to keep the momentum going!

5 - ASK FOR FEEDBACK

If this is your first time utilizing a team, make sure to have a meeting just for feedback to review each area. There is always room for improvement and events look different from every perspective. Make sure to utilize a way to capture feedback and host a meeting to review the information. People can expand on their thoughts and a group discussion might lead to future ideas!

6 - SAY THANK YOU

When you ask someone for their time, make sure you say thank you. Saying thank you one to one, in a note, as well as in a group is important. When you thank someone it's not only gratitude for a job well done, but it's encouraging to be able to ask again for help in the future.

EXAMPLE CALENDARS

EXAMPLE #1
In-Person with Social Media Campaign & Outside Speaker

| DAY and TIME | ACTIVITY | LOCATION | POINT |
|---|--|--|--|
| MONDAY 9:00am 12:00pm- 4:00pm 5:00pm-6:00pm | Social Media Contest/Campaign Begins Tabling Speaker-Presidents/New Member Ed. Program | Instagram Quad Student Union- 101 | Jordan-IFC Veronica-CPC Mike-NPHC |
| TUESDAY 9:00am- 10:30am 12:00pm- 4:00pm 12:00pm- 5:00pm 7:00pm-8:00pm | Speaker-Faculty/Staff Session Tabling- Hazing Facts Wheel Speaker Chapter Consulting Speaker-Culturally-Based Hazing Program | Faculty Conference Room Quad Student Union- 301 Lecture Hall- 222 | Kim- FSA Jess- MGC Kim-FSA Mike/Jess |
| WEDNESDAY 9:00am- 10:30am 12:00pm- 4:00pm 12:00pm-1:30pm 7:00pm-8:00pm | Speaker- Coaches Session Tabling- Take the Pledge Speaker-Captains Session Speaker- Student Athletes Hazing Program | Athletics Conf. Room Quad Athletics Conf. Room Auditorium-111 | Evan- ATHL John- SAAC Jane- SAAC John/ Jane |
| THURSDAY 12:00pm- 4:00pm 5:00pm-6:00pm 7:00pm-8:00pm 8:00pm-9:00pm | Tabling- Resources Trivia Speaker- FSL New Member Hazing Program Speaker- FSL Active Member Hazing Program Hazing Vigil for FSL and Athletics | Quad Auditorium- 111 Auditorium- 111 Quad | Jordan- IFC Kim-FSA Kim-FSA ALL HANDS |
| FRIDAY 12:00pm | Social Media Contest Winner Announced | Instagram | Jordan-IFC |

EXAMPLE #2
Partially In-Person, Partially Virtual

| DAY and TIME | ACTIVITY | LOCATION | POINT |
|---|---|--|--|
| MONDAY 9:00am 12:00pm-1:00pm 5:00pm-6:00pm | Social Media Contest/Campaign Begins Tabling Presidents Session | Instagram Quad Student Union-101 | Jordan-IFC Veronica-CPC Mike-NPHC |
| TUESDAY 9:00am 9:00am 9:00am-10:30am 12:00pm-4:00pm 7:00pm-8:00pm | Launch Module- Fraternities & Sororities Launch Modules- Athletes Faculty/Staff Session Tabling- Hazing Facts Wheel New Member Educator Session | Online Online Faculty Conference Room Quad Student Union-101 | Kim- FSA Evan- ATHL Kim- FSA Jess- MGC Kim-FSA |
| WEDNESDAY 9:00am-10:30am 12:00pm-1:00pm 12:00pm-1:30pm 6:00pm-8:00pm | Coaches Session Tabling- Take the Pledge Captains Session Hazing "Ask Me Anything" Town Hall | Athletic Conf. Room Quad Athletic Conf. Room Zoom/Facebook Live | Evan- ATHL John- SAAC Jane- SAAC ALL HANDS |
| THURSDAY 12:00pm-1:00pm 5:00pm-7:00pm 8:00pm-9:00pm | Tabling- Resources Trivia CBFO Hazing Discussion Virtual Hazing Vigil for FSL and Athletics | Quad Lecture Hall-221 Zoom/Facebook Live | Jordan- IFC Mike/Jess ALL HANDS |
| FRIDAY 12:00pm 5:00pm | Social Media Contest Winner Announced Modules Due for All FSL and Athletes | Instagram Online | Jordan-IFC Kim /Evan |

EXAMPLE #3
Virtual

| DAY and TIME | ACTIVITY | LOCATION | POINT |
|--|---|--|---|
| MONDAY 9:00am 12:00pm-4:00pm 5:00pm-6:00pm | Social Media Contest/Campaign Begins Instagram Tabling Presidents Session | Instagram Instagram Live Zoom | Jordan-IFC Veronica-CPC Mike-NPHC |
| TUESDAY 9:00am 9:00am 9:00am-10:30am 12:00pm-4:00pm 7:00pm-8:00pm | Launch Module- Fraternities & Sororities Launch Modules- Athletes Faculty/Staff Session Instagram Tabling- Hazing Facts Wheel New Member Educator Session | Online Online Zoom Instagram Live Zoom | Kim- FSA Evan- ATHL Kim- FSA Jess- MGC Kim-FSA |
| WEDNESDAY 9:00am-10:30am 12:00pm-4:00pm 12:00pm-1:30pm 6:00pm-7:00pm 8:00pm-9:00pm | Coaches Session Instagram Tabling- Take the Pledge Captains Session FSL Advisers Session Hazing "Ask Me Anything" Town Hall | Zoom Instagram Live Zoom Zoom Zoom/Facebook Live | Evan- ATHL John- SAAC Jane- SAAC Kim/Jordan ALL HANDS |
| THURSDAY 12:00pm-4:00pm 5:00pm-6:00pm 7:00pm-8:00pm 8:00pm-9:00pm | Instagram Tabling- Resources Trivia CBFO Online Watch Party and Discussion Virtual Hazing Vigil for FSL and Athletics | Instagram Live Netflix/Zoom Zoom/Facebook Live | Jordan- IFC Mike/Jess ALL HANDS |
| FRIDAY 12:00pm 5:00pm | Social Media Contest Winner Announced Modules Due | Instagram Online | Jordan-IFC Kim /Evan |

Blank Template

| DAY and TIME | ACTIVITY | LOCATION | POINT |
|--------------|----------|----------|-------|
| MONDAY | | | |
| TUESDAY | | | |
| WEDNESDAY | | | |
| THURSDAY | | | |
| FRIDAY | | | |

ADDITIONAL RESOURCES



Hazing Monologue Video Video Discussion Guide



WITH US

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