

Hazing

Student Facilitator Guide for Hazing Case Study Video

Prepare yourself...

- Watch the video and review this guide to prepare yourself to facilitate a conversation.
- Consider the identities and experiences of those you'll be speaking with and how they might react to the video - prepare for what might come up and how you'll respond.
- Accept that you will not have all the answers - your goal is to start a discussion.

Before presenting the video...

- Welcome the group, briefly introduce the video, and remind them of your goal for this session: to better understand hazing and how it might be showing up in your group.
- **Ask participants:** *How would you define hazing? What are some examples of hazing behaviors that come to mind?* Encourage audience members to share with the group, then present the definition below:

What is Hazing?*

Hazing among student clubs, teams, and other organizations occurs when members are expected to 'earn their membership' or show their commitment by being subjected to embarrassing, abusive, exploitative, and/or dangerous activities. Hazing is hazing **regardless** of a individual's willingness to participate.

Play the video and then...

- **Ask participants:** *What are your initial thoughts/reactions to the video?* Engagement Tip: Ask participants to share with the person next to them, and then share with the group.
- **Ask participants:** *What behaviors shared in the video could be defined as hazing?* Facilitator Note: Emphasize that hazing is not always physical - many non-physical hazing practices cause serious emotional or psychological harm. Share examples below:

Common Examples of Hazing*:

- Drinking rituals (or "traditions" involving substance misuse)
- Being criticized, humiliated, yelled at or cursed at
- Acting as a personal servant to other members
- Embarrassing singing or chanting in a public situation
- Wearing embarrassing/inappropriate clothing
- Only being allowed to associate with certain people
- Feats of physical endurance/physical hardship
- Being deprived of sleep
- Assault (physical or sexual)

- **Ask participants:** *What impact did hazing have on the character in the film? What are other ways hazing might impact an individual, organization/group, or institution?*

*Source: 2020 National College Student Bystander Intervention Study (NCSBIS). Visit withus.org/survey for more information.

- **Ask participants:** *If you were involved In the situations depicted In the video, what would you have done to help? At what points could the characters in the story have taken action to intervene? How would you support a friend that's been hazed? What if your friend was the perpetrator of hazing - how would you confront them?* Facilitator Note: Emphasize that hazing persists in groups because members that DO NOT approve of hazing stand by in silence and do nothing to help.

Introduce barriers to intervention...

- **Ask participants:** *There were many opportunities to help throughout this case study - why do you think bystanders don't help?*
- Next, share with the group that even the most well-intentioned people struggle to offer help due to a variety of social, psychological, and environmental barriers. Share the list of common barriers to bystander Intervention below:

Common Barriers to Intervention:

- **Obedience to Authority** - members blindly accept decisions by those in positions of authority
- **Fear of Physical Harm** - helping could result in physical injury
- **Pluralistic Ignorance** - assuming that because no one else is intervening, the behavior must be justified or socially acceptable
- **Lack of Skills** - members may want to intervene but lack confidence in their skills/ability to make a difference
- **Position of Power** - perceived lack of power/influence by members lower in a group's hierarchy or org structure
- **Social Loss** - fear of being ostracized from the group or getting in trouble with campus or legal system

- **Ask participants:** *Which barriers might have prevented these bystanders from intervening?*
 - The main character
 - The long-distance girlfriend
 - Other fraternity brothers/new initiates
 - The roommate
- **Ask participants:** *In the end, how was hazing minimized and normalized by the newly initiated members? How was the cycle of hazing perpetuated?*
- **Ask participants:** *How does hazing show up in our group? What activities do we endorse that we should reconsider? What are some bonding/team-building activities we could implement that don't harm the individuals we want to welcome into our group?*

Conclude the discussion...

- Thank the group for their participation and encourage them to seek more info at:

Hazing Prevention Resources:

- WITH US Center for Bystander Intervention: withus.org & awareawakealive.org
- NOVAKTALKS!: novaktalks.com
- The Gordie Center: gordie.studenthealth.virginia.edu
- Stop Hazing: stophazing.org
- HazingPrevention.Org: hazingprevention.org