Empowering People
to Prevent Hazing

2014 RESOURCE GUIDE

Challenge Hazing.
Challenge Yourself.
<table>
<thead>
<tr>
<th>Page</th>
<th>Title</th>
<th>Author</th>
</tr>
</thead>
<tbody>
<tr>
<td>6</td>
<td>Where Hazing Happens</td>
<td>Travis T. Apgar</td>
</tr>
<tr>
<td>8</td>
<td>Waving the Red Flag: Warning Signs of Hazing and How to Talk to Students About It</td>
<td>Tracy Maxwell</td>
</tr>
<tr>
<td>13</td>
<td>Clearing the Haze</td>
<td>Hank Nuwer</td>
</tr>
<tr>
<td>21</td>
<td>Active Bystanders Can Prevent Hazing</td>
<td>Travis T. Apgar</td>
</tr>
<tr>
<td>24</td>
<td>We Can ALL Make a Difference to Stop Hazing -A Mother’s Perspective</td>
<td>Lianne Kowiak</td>
</tr>
<tr>
<td>28</td>
<td>A Fraternity Brother Speaks Out</td>
<td>Colin Schlank</td>
</tr>
</tbody>
</table>
LETTER TO READERS

As a Hazing Prevention.org volunteer, we are pleased to provide you with a valuable resource guide you can use as you plan and develop initiatives for National Hazing Prevention Week 2014.

My involvement has been very personal as I lost my son, Harrison Kowiak, senselessly, to hazing in 2008. He was only 19 years old. I want to thank you for continuing your strides against these behaviors and keeping the conversation at the forefront. Your active involvement in the hazing prevention movement can make a difference. Through year-round conversation and education, campuses, organizations, schools and communities have the opportunity to contribute to eradicating hazing.

Along with the help from a fellow NHPW Committee Volunteer, Julianne Flores, we designed this guide to serve as a valuable asset to your hazing prevention conversation. We wish you great success in your planning for National Hazing Prevention Week!

Regards,
Lianne Kowiak and Julianne Flores
LETTER FROM THE EXECUTIVE DIRECTOR

HazingPrevention.Org’s National Hazing Prevention Week Committee has been planning for this year’s observance for months – in fact, their work continues throughout the entire year, just as we hope your work to prevent hazing will.

If you are planning an observance of National Hazing Prevention Week this year – thank you! Whether you have participated for years or this is your first time, we hope that this guide will help you in your planning efforts. Empowering people to prevent hazing doesn’t happen in the boardroom. It happens where hazing can and does occur.

If you use National Hazing Prevention Week to launch something even greater – something that helps prevent hazing 365 days a year – even better. Your efforts do make a difference and, whether you know it or not, your efforts might just save lives.

Best wishes,

Charles Hall
Executive Director
HazingPrevention.Org
National Hazing Prevention Week (NHPW) is an opportunity for campuses, schools, organizations, and communities to not only raise awareness, but to begin the conversation surrounding how to actively prevent hazing. If your community has progressed further than simply using NHPW as a means to raise awareness, this week should be utilized as an avenue to highlight year-round initiatives that your campus, school, organization or community has implemented to fight hazing. It can also be an opportunity for your community to engage in deeper-level conversations surrounding anti-hazing initiatives. NHPW is organized by HazingPrevention.Org, whose mission is to empower people to prevent hazing. Simply observing National Hazing Prevention Week in your community is not a solution to eradicating hazing. This week should be one part of an overall, year-round hazing prevention plan in your community.

When is NHPW?

National Hazing Prevention Week is commonly observed during the last full week of September, but you can choose to observe the week any week that works best for your communities’ calendar.

This year, National Hazing Prevention Week will be observed September 22nd - 26th. The theme of this year’s NHPW is “Challenge Hazing, Challenge Yourself.” Challenge the detrimental behaviors that may be happening in your community or in the community of others, and challenge yourself to contribute to the conversation in solving the problem.

How can my community prepare for National Hazing Prevention Week?

1. Identify and select a committee of stakeholders to be involved in planning
2. Establish goals & outcomes: what do you hope to change a result of observing NHPW
3. Decide on the initiatives, workshops, programs, conversations you think should happen throughout the week
4. Produce a budget
5. Set dates
6. Create an implementation plan
7. Reserve spaces, speakers, etc.
8. Design & implement publicity efforts
9. Host the NHPW
10. Evaluate your program(s)

Visit our online store at missionmade.com/hazing-prevention for supplies you can order for NHPW.
Where Hazing Happens

By Travis T. Apgar
Some people might be surprised to learn that hazing practices are not unique to any one type of organization. Stories of hazing can be found in various types of groups and organizations including the corporate world, the military, religious organizations, and family oriented fraternal groups. While the term hazing often conjures images of fraternity pledging, or sports rookie treatment, they just happen to be the examples most commonly reported by the news media or depicted in movies with a college setting.

When we narrow the focus to college student related hazing, it proves to be quite prevalent. In a study conducted by Elizabeth J. Allan, Ph.D., and Mary Madden, Ph.D. (2008), 3 in 5 college students reported having experienced hazing across a broad variety of organizations, clubs and teams. While varsity sport teams, fraternities and sororities top the list, they are joined by club sports, performing arts organizations, service organizations, intramural teams, recreation clubs, academic clubs, and honor societies (Allan & Madden, 2008). These findings are supported by the stories we see in the media. Two powerful examples are the 2011 hazing death of Robert Champion, Florida A&M University Marching Band Drum Major, and the most recent alleged sexually charged hazing culture within The Ohio State University Marching Band.

Institutions which have identified desired outcomes of reducing or eliminating hazing from their campuses should take a broad scope approach. Various efforts such as education, social norming/messaging, policy development, and enforcement must take the data into account and recognize that this is not a compartmentalized phenomenon. Acknowledging its presence in a broad range of groups and actively working across experiences to bolster the general knowledge base of the community will increase the community buy-in to prevent hazing activities.

One-time prevention tactics, such as an awareness program, or a policy change, are never adequate. They are likely helpful in the effort to end activities, perhaps even necessary, but they are not sufficient. When an organization or institution begins to think through how to
end hazing, they can consider a social-ecological model that addresses the issue across the multiple layers of the community.

(Adapted from the CDC Social-Ecological Model)

Individual: The personal attitudes and practices that can promote prevention, or lead to the individual acting as a perpetrator. Education and skills training, such as bystander intervention can be helpful in shaping behavior.

Relationship: Consider the relationships within social circles, peer groups, family, and how those influencing factors can contribute to individual decision making that promotes prevention, or not. Modeling a healthy welcoming experience for new members is helpful to groups trying to transition away from hazing.

Community: Consider the characteristics or norms of the communities which students belong to and determine if these settings passively or directly promote a hazing culture. Public media campaigns such as social norming can debunk misperceptions of the norms and encourage appropriate behavior.

Societal: Overarching societal factors can contribute to organizational climate which intentionally or unintentionally may promote a culture of hazing. Reviewing and rewriting campus or organizational policy can set clear community expectations that hazing is not acceptable.

References
- http://hazing.cornell.edu/
- http://www.stophazing.org/

Travis Apgar serves as the Robert G. Engel Associate Dean of Students at Cornell University. Educator, writer and consultant, Travis has been a featured speaker on college campuses and at conferences across the country, working with thousands of students, faculty, administrators and coaches with the goal of ending hazing. Considered an authority on hazing prevention, he has contributed to the National Hazing Prevention Week Resource Guide, assisted with the development of the NCAA Hazing Prevention Handbook, appeared in Haze the documentary released by the Gordie Foundation, and on PBS NewsHour, and HuffPost Live.
NO EXCUSES. NO HAZING.

#40ANSWERS

Lead by Sigma Nu Fraternity and HazingPrevention.Org, #40Answers is a social media campaign held each year during the 40 days leading up to National Hazing Prevention Week. Over these 40 days, Sigma Nu and HazingPrevention.Org will release a list of commonly heard excuses for hazing via their respective Twitter accounts (@SigmaNuHQ & @PreventHazing).

Since hazing can happen among various student groups, in high schools and colleges/universities across the country, members of any athletic teams, musical performance groups, honor societies, club/team sports, and fraternities and sororities are all encouraged to participate!

What is your answer to these commonly heard excuses? How would you respond to change the course of the conversation? Be sure to include #40Answers in your tweeted answer!

National Hazing Prevention Week is observed by HazingPrevention.Org September 22-26, 2014.
Waving the Red Flag: Warning Signs of Hazing and How to Talk to Students About It

By Tracy Maxwell
Because WE have been learning about, talking about, examining and dissecting hazing for years, we think it is obvious. Let me assure you it is not.

Making students wrong and demonizing hazers ensures they will never feel comfortable talking to us about what is going on in their organizations.

I know that is a bold statement to make. And I believe it 100%. As a campus professional, I spent a great deal of time talking about how harmful hazing was (which I still think is a good tactic), but I also wondered who could be depraved enough to humiliate a fellow human being in that way. That’s where I now see the error of my ways. I believe everyone is doing the best they can with the information they have available to them. When we know better, we do better. If hazing has been sold as THE way to prove your worthiness to be in an organization, and your status is questioned if you don’t participate, how can we expect an 18-21 year-old student to stand up to that without some education? And how can they get that education if they don’t feel comfortable sharing what’s going on?

When I speak to college students I share my feelings about hazers: “They are people who were hazed. Period.” Sure there is a small percentage who are actual sociopaths, but it is a tiny segment of the population who enjoy seeing others in pain. Most are only repeating what was done to them, likely with some escalation here and there from year to year, but basically bringing people into the organization the way they were brought in. Most of us have heard of Stockholm Syndrome, in which hostages begin to identify with their captors. I believe the same principles apply with hazing. Of course students will identify strongly with the method by which they were brought in. They will see it as the “best way,” without even recognizing, much less questioning, that there might be anything wrong with it.

The red flags I want to address are not about how to recognize hazing in organizations. Those signs are out there in droves if you want to find them, and I’m sure any professional or student worth their salt knows by now how to tell if a group is hazing or not. Rather, I am going to share some red flags in your thinking that might keep you from having a meaningful dialogue with students about hazing. If you have had these thoughts, or said any of these things out loud, you are probably
not going to be the person they come to when they are ready to make change because you haven’t demonstrated that you can see anything other than the black and white of the issue. I advise, before you read the list, that you take a deep breath and forgive yourself in advance for making these mistakes. We all have. When you know better, you will do better too!

_Hazers are Evil. Depraved. Monsters. Unfeeling. Uncaring._

Hazers are demonized by the press, punished in the courts (more and more), and hated by the loved ones of their victims. It is easy to make ourselves believe that a “few bad apples” have hurt someone we care about, but really, these apples were thrown into a barrel (the culture) that has been operating this way for some time. To expect them to see a way out on their own at a time in their lives when going against the grain is nearly impossible, is naïve. This is the same judgment that hazers often inflict on newcomers to the organization – seeing them as “less than,” and treating them with disdain. That viewpoint won’t win their trust. Don’t misunderstand and think that I don’t believe bad behavior deserves punishment – especially when someone is seriously injured. I just don’t believe punishment will change the culture. Only students can do that, and only when they can seek our help in doing so, rather than fear our wrath.

_How could they not know that was hazing? That’s ridiculous!_

Because WE have been learning about, talking about, examining and dissecting hazing for years, we think it is obvious. Let me assure you it is not. Even among professionals and organizations, there is a significant amount of dissent about what exactly hazing is. Are study hours hazing? Would you be surprised to learn that many organizations have been punished for those types of activities? I advised a sorority once whose risk management chair called the hazing hotline of the international organization because she had been called into standards for drinking in the house and felt she were being hazed by her punishment. Seem ridiculous? Try putting on a student hat for one minute. They don’t have student development theory to call upon or even fully developed pre-frontal cortices yet. When professionals, even experts, can’t agree about what is and isn’t hazing, how can we expect students to?

_We should shut them down and fire whoever was in charge of them._

Yeah. That’s the ticket. The scapegoat is always popular whether in politics or corporate life. We have relied upon it in higher education as well. As the recently dismissed band director of Ohio State’s famed marching band, and the ousted head of the Veteran’s Affairs Administration can attest, heads will roll. Perhaps sometimes a culture is so damaged and the leadership so polluted that starting over is the only way, but do we really expect significant change from this simple action alone? It may allow for some face-saving in the media, but do you really believe new leadership or starting over with a new group of people put back into the existing hazing culture will, on its own, change said culture? To use the apple analogy again, it is said that one bad one spoils the whole
bunch. How can we expect one “good one” to remain so amid a culture of spoilage and hazing?

*I can’t trust students to do the right thing.*

I hate to break it to you, but students are the ONLY ones who can change a hazing culture. If we can’t trust them, we’re sunk. The important question is how we can get them to trust us enough to share what is really going on, to ask us for help, and to listen to the guidance we provide. Making them wrong, thinking them ridiculous and dropping the hammer exclusively – as a prevention tactic will not do it. Prevention is a process, and while policy and enforcement may be one part of that process, it should not be the only one. There are many, many other risk and protective factors to be explored and tactics to be employed upstream from the student conduct process. If we’re not exploring them, and engaging students in this process, we are doomed from the start. We MUST trust them to learn alongside us and to help us find a better way.

Though hazing has been around for centuries, and exists in a number of contexts, we have to remember that our understanding of it, and even disdain for it, are fairly recent. Only in the past 100 years have we begun to question the practice, and only in the past 20-30 have we started to scratch the surface of the underlying social drivers of the problem. We are at the very beginning of the hazing prevention movement, and the good news is that we are gaining steam. When a hazing story hits the news now, fewer and fewer people defend it with such phrases as, “boys will be boys,” common even a decade ago. It is coming out of the shadows and into the light of day where we can examine it, understand it better, and hopefully talk about it more openly. I know I have said it a great deal already, but it bears repeating: students need to be a part of these conversations, and it is up to us to approach the issue in such a way that they feel comfortable, and not attacked or defensive, in doing so.

Tracy Maxwell is the founder of HazingPrevention.Org and has appeared in a number of media outlets as a hazing expert including CBS This Morning, The Katie Couric Show and ESPN’s Outside the Lines. She is also a speaker with CAMPUSPEAK, an author, consultant and coach. www.iamtracymaxwell.com
Each year, HazingPrevention.Org recognizes individuals and groups for their efforts in continuing the conversation surrounding hazing prevention. Contests include:

**Zeta Tau Alpha Campus Grant**

HazingPrevention.Org, in partnership with Zeta Tau Alpha Fraternity and Foundation, sponsors the prestigious Zeta Tau Alpha Grant for Innovation in Campus Hazing Prevention and Education. The grant, made possible by generous support from Zeta Tau Alpha, provides funding to one selected campus each year to help that campus develop, implement and assess a comprehensive and innovative hazing prevention and education program. Originally, the Grant was an award recognizing a campus which had already developed and implemented such a program. In 2013, the focus was changed from an award for past efforts to a grant that would help campuses develop and implement innovative, comprehensive hazing prevention programs.

The application deadline for the Grant for Innovation in Campus Hazing Prevention and Education is February 1 of each year. Applications are vetted by a panel of reviewers knowledgeable about the hazing prevention model which campuses must use as the cornerstone of their efforts. The recipient is announced in April.

Previous Campus Grant Recipients:
- 2014: Lehigh University
- 2013: College of William and Mary
- 2012: Drexel University
- 2011: University of Kentucky
- 2010: Florida State University

**Hank Nuwer Anti-Hazing Hero Award**

This prestigious national award is named in honor of Hank Nuwer. Professor Nuwer was a founding member of the HazingPrevention.Org Board of Directors. A journalism professor at Franklin College, Nuwer has written several books, numerous articles, and delivered speeches across the country about hazing. Nuwer maintains a website that, while providing other information, lists hazing deaths since the first reported death in the United States in 1838. To learn more about Nuwer, his work and his tireless dedication to hazing prevention, visit HankNuwer.com.

Do you know someone who has been heroic enough to expose hazing, speak out against it, or in some way worked to combat this dangerous practice? Then nominate them for the Hank Nuwer Anti-Hazing Hero Award. Visit HazingPrevention.Org/home/awardsandgrants/anti-hazinghero/
Clearing the Haze

By Hank Nuwer

“When will they ever learn?”
When it comes to the serious hazing incidents in school athletics that result in a nationwide scandal, the big question posed again and again recalls the sad refrain from the old ballad "Where Have All the Flowers Gone?" Namely, when will they ever learn?

Those lyrics apply to a breaking news story out of Macomb, Illinois. Five rugby players for the Western Illinois University stand charged with hazing and providing alcohol to minors, and more arrests of veterans are imminent. The WIU rookie was fortunate. He drank enough alcohol to hospitalize him, but medical personnel saved his life. Not so fortunate 24 years ago was WIU lacrosse club rookie Nick Haben. He died after passing out following coerced drinking at many stations with a bottle at each checkpoint. His mother, Alice Haben, fought successfully to get a toughened-up hazing law passed, the same one the WIU rugby players now have been charged with.

Mrs. Haben lobbied against tremendous odds to get a then weak and probably unenforceable Illinois law strengthened. Yet today, most of the 44 states with hazing laws are weak and serve as little deterrent. A recent fraternity hazing death in Virginia saw the hazers get off with $1,000 fines and no jail time. Even in Florida with the most jail time for a hazing death allowable by state law, most of the defendants in the beating death of Florida A & M marching band victim Robert Champion have plea-bargained for little or no jail time, causing the parents of Champion to complain loudly in media interviews. To date only one perpetrator received even a one-year sentence (although another violated parole and received a four-year penalty). Five A & M band members stand trial beginning June 24 unless they too accept a plea bargain.

Mrs. Haben’s stated goal for her anti-hazing crusade was that no other mother’s son should be lost due to bizarre but common “wrongs of passage” that harken back to the medieval Dark-Age universities in Europe. Nonetheless, she long has retired as an activist with her dream unrealized. A University of Maine hazing survey conducted by Professor Elizabeth Allan and colleagues found that over half of today’s college athletes and organization members have experienced hazing. Equally disturbing—almost half of all high school students will graduate having experienced at least one hazing incident.

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So the answer to the song’s refrain, unfortunately, is that when it comes to hazing in sport and other school organizations, “they” never will learn from the tragedies of the past like the high-profile Haben case, says hazing expert David Westol of Limberlost Consulting, Inc. “No, I don’t believe that high profile cases will cause an abatement,” concedes Westol, a former assistant Michigan prosecuting attorney and a veteran football referee. “Undergraduates have a historical perspective of about six months. Combine that with the typical ‘it won’t happen to me/us/our team’ mentality, plus other rationalizations, and we’ve barely moved the needle.”

So if undergraduates refuse to heed the dangers of hazing that have claimed at least one life a year on college campuses from 1970 to 2014, what has worked or can work to heighten national awareness? “Change comes with a change in culture—what is acceptable and what is not acceptable—on a team,” says Westol. “Those dynamics are set in place by the athletic director, the coaches, and university administrators.”

Norm Pollard of Alfred University co-authored the then most comprehensive study on collegiate hazing practices in cooperation with the NCAA. While hazing may give athletes a quick-fix bonding, the drawbacks often outweigh the perks, particularly if one or more participants refuse to go along or report the hazing, as state law in Texas, for example, mandates. Pollard stresses that hazing deprives the hazed and hazers alike of true, valid team-building under the supervision of coaches and respected alums who were former athletes. “Part of the [preferable] process is connecting with ‘elders’—older adults with wisdom that can help teach them effective team building and bonding,” says Pollard.

At the forefront taking action against high school hazing involving alleged sexual assaults (most recently in Utah, Illinois and Oklahoma sports teams) is the National Federation of High Schools. In addition to sponsoring many conference events on hazing for coaches and student leaders, the NFHS has directed targeted participant support and resources for those who are affected by hazing by creating awareness on the NFHS website (http://www.nfhs.org/Activity3.aspx?id=3784&terms=hazing).

"In addition, we have sexual harassment and hazing prevention information in brochure form in French, Spanish and Portuguese," notes assistant director Elliot Hopkins who has written a master’s thesis on hazing. “The NFHS has made national resolutions regarding anti-hazing issues with their high profile Citizenship and Equity Committee, the largest non-sport committee in the federation family. Finally, the NFHS has a staff person dedicated to speak to students, parents, administrators and coaches about hazing prevention.

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throughout the United States and Canada. “We are committed to stomping out high school hazing—now,” says Hopkins.

Perhaps the best-known consultancy program approved of by the activist organization HazingPrevention.org is the Novak Institute for HazingPrevention.org, run by campus safety and risk management specialist, Kim Novak. Offering interactive participant programming, the Institute enrolls a wide range of interested professionals such as athletic directors and coaches. According to Novak, what actually works to curtail hazing is “targeting the culture of athletics and recognizing the role of hazing on a team and then utilizing the strong voices such as coaches, team leaders, and alumni to both send a message that hazing will not be tolerated.”

The Institute teaches attendees to implement workable systems to create or change a hazing culture on campus so that hazing is less likely to occur. What works best is when a campus, such as Cornell University, sends a clear message through a task force and administration crackdowns that hazing will not be tolerated in any organization and suspends even high-status groups such as the Big Red men’s lacrosse team and a number of fraternities.

It is important to note that many of the lacrosse veterans who hazed Nick Haben to death were fraternity members, and that fatal night conducted a number of hazing activities (such as drinking schnapps laced with disgusting foods) at their respective fraternity houses. On the other hand, the dynamics of hazing in a fraternity often can and do differ from an athletic club or team, making one-stop prevention difficult.

While college fraternities often haze during an entire pledging semester, many sports teams that haze do their worst in a single night of “party” events in which drunken rookies become the night’s entertainment. “Prevention, intervention and response efforts need to match the problem in order to be effective,” stresses Novak. What else seems to work? “I also believe the implementation of well-designed bystander education programs for athletes has promise,” says Novak. Bystander education encourages those witnessing a hazing who are against the practice for whatever reason to band together to curb the more enthusiastic proponents of team hazing.

Novak argues that all forms of hazing need to be weeded out, and that coaches should not wink at so-called benign practices such as dressing rookies in outlandish costumes or mandating scalped haircuts for newcomers. A high school or college sports program can begin to prevent the more egregious and dangerous behaviors if it prevents and stops the less violent behaviors that often proceed them. She stresses that each hazing incident offers administrators the crucial process of

“Prevention, intervention and response efforts need to match the problem in order to be effective.”

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deducing why something happened, not just what happened to prevent the kind of culture that allows an otherwise respected school such as WIU to experience a sports-club tragedy and near-fatality.

“I believe any incident of hazing merits attention, not just those that end in the tragic loss of life or near death,” says Novak. “While the death of a student is newsworthy and merits attention, in order to reinforce that hazing is not acceptable in any form, we must also talk about those behaviors that cause damage to teams and team members in other ways. Students will say to me “no one is going to die from this”… and while that may be true, research shows us that [hidden] harm is still done. Once a culture is set that any hazing is ok, then the power to progress to more violent acts is heightened. The in-for-a-penny in-for-a-pound phenomenon that some researchers have identified when studying hazing is very real.”

The author of the book Preventing Hazing, psychologist Susan Lipkins, recognizes that hazing from high school athletics on up to pro sports is so common that it will take the kind of paradigm shifts that saw drunk driving, date rape and homophobia to no longer be tolerated by society. Several attempts to introduce federal legislation against hazing have failed, but activists and experts continue to lobby nonetheless.

“Hazing deaths and injury will abate when the culture changes,” says Liptins, a proponent. “The history of social changes, such as segregation, gay rights, etc. have changed after federal laws were enacted and enforced. I believe that a similar events may be necessary in order to get all institutions and individuals to be responsible about hazing.”

In agreement with that statement is assistant director of education outreach director Mary Wilfert of the NCAA, instrumental in creating hazing awareness programs since 2004. Of particular repugnance have been allegations of sexual assault and even sodomies occurring among high school and college sports teams, and now the federal government has mandated that such cases be tracked along with all campus sexual assaults. Wilfert is hopeful that what may result in an unintended impact on hazing is the focused attention sexual assault is
getting through Campus SaVE Act, which will kick in athletics depart compliance to include coaches and student-athletes in awareness education, bystander intervention and response. “I think there will be carryover to other violence issues,” says Wilfert. “The NCAA is working on a resource to assist with compliance.”

Of course, even after strong federal laws were enacted, they did not necessarily end racial discrimination or anti-gay attitudes, but at least there were places victims could turn to for legal support. One of the more unfortunate outcomes of athletic hazing is that the victim is viewed as a weakling for failing to measure up to the status quo and enduring the hazing that all or most veterans had experienced.

Time and again, the hazing victim quits a team, and in many cases moves to another school to get a fresh start at another school. Case in point occurred in 2012 when a whistle-blowing athlete on Franklin & Marshall’s then-powerhouse women’s lacrosse team quit the sport and then transferred schools when a so-called “Freshman Fun Night” resulted in the firing of coaches, punishments for senior players, and ultimate suspension of the season.

The nation saw fallout on an even more dramatic scale in 2013 with the controversial hazing and harassment allegation made by then-Miami second-year player Jonathan Martin against his teammate Richie Incognito. Since an independent NFL inquiry confirmed that the harassment (against Martin and two other veterans) also included charges of racially derogatory speech, Incognito sat out the season and eventually was released by the Dolphins. Martin, however, was signed by San Francisco to play in 2014, reuniting with a former coach at Stanford University, where he played college ball. [With all NFL teams now engaged in OTL and mini-camps, Incognito, 30, remains unsigned for now].

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"I believe the Incognito case is the most important hazing case," says Lipkins. She said she believes that hazing in professional sport sends a highly misguided message to high school and college students that hazing is somehow acceptable as a rite of passage in spite of its often demeaning and dangerous extremes. She hopes the NFL will follow up on the Martin-Incognito affair by pushing teams to set limits for veterans this season. "I say this because if the NFL and its players chose to create a comprehensive hazing prevention program, it is possible that they could change the face of hazing as we know it. The NFL has so much power in terms of the behaviors and emotions of millions of fans that I believe they could use their power in a pro social way with guidance from the appropriate experts!"

In the meantime, at Western Illinois University, campus administrators and rugby adviser Rob Porter now wring their hands in frustration. They stress that all team members signed a pledge never to haze. When will they ever learn?


CAMPUS MEMBERSHIP

Become an HPO Campus Member

HazingPrevention.Org has established a special membership category for college and university campuses. Campuses who become members receive recognition as a National Hazing Prevention Week Campus Member on our NHPW website, a Campus Member in our annual report and On the Dot newsletter, FREE access to our webinar series throughout the year, discounts off our 2015 Novak Institute for Hazing Prevention, and a FREE NHPW sampler kit with gear, guides and a 10% coupon for all HPO Online store orders for the year!

Visit our website at HazingPrevention.Org/home/getinvolved/campus-membership to see all the BENEFITS you can receive and to download a MEMBERSHIP FORM.
POSTER CONTEST

This competition is open to college and university undergraduates who design a poster meeting the contest criteria.

The top poster will be available for download for next year’s NHPW via HazingPrevention.Org, and the poster selected as the best will be designated as the official NHPW poster. Cash and other prizes are awarded to the top contenders.


HIGH SCHOOL ESSAY CONTEST

This competition is set up to encourage high school-age students to participate the conversation surrounding hazing prevention.

The High School Essay Contest is sponsored by the National Federation of State High School Associations. Cash and other prizes are awarded to the top contenders.

Entries must be received by the contest deadline to be considered. The deadline to submit an essay is December 1, 2014. Further information regarding specific contest guidelines will be shared via HazingPrevention.Org’s Facebook page, Twitter account, and on the HazingPrevention.Org monthly newsletter.
Active Bystanders Can Prevent Hazing

By Travis T. Apgar
Bystander intervention training is being utilized increasingly in America and Canada, most commonly applied to sexual assault prevention, other violence prevention, or preventing alcohol and/or other drug poisoning. There are other appropriate applications, hazing prevention is among them.

Over the past several years I have had the privilege to travel to various campuses across America to share my anti-hazing program with students, staff, faculty and coaches. During those travels I have intentionally engaged students in conversations about their experiences with hazing in order to better understand the information and other elements they need to assist them in their prevention efforts.

There have been two consistent themes emerging from those conversations. First, students fail to identify activities which they have experienced as an expectation of membership of a group or team, which meet the definition of hazing, as such. This is consistent with the findings presented in Hazing In View: College Students at Risk (Allan & Madden, 2008). The second theme, is even when students recognize an activity as hazing, or generally problematic, they don’t know what to do about it, and therefore did not take action. They often shared feelings of helplessness, not knowing how to intervene, or where to turn for help. Others described feeling paralyzed by the fear of being ostracized.

The conversations with students made clear to me that they want to be part of the solution, and will take action if they are provided information which enables them to recognize hazing for what it is, develop intervention skills, and finally, know what resources are available should they need to enlist help from a third-party (e.g., student affairs staff, campus police, athletics staff).

At Cornell University, Bystander Intervention training has been added as a part of the campus strategy to address hazing. This training has been a successful addition to the annual education and awareness (continued on the following page)
Active Bystanders Can Prevent Hazing • Travis T. Apgar

programming, social norming and marketing campaign, and the confidential online reporting mechanism (www.hazing.cornell.edu), rounding out the campus’ social ecological approach. In the past two years, since bystander intervention training was introduced, Cornell has seen a significant increase in reports of hazing, and more importantly, a change in the category of people who are reporting. In the past, most reports came from people outside of the team or organization being reported. Since implementing bystander intervention training, there has been significant growth in the number of reporters who are members of the organization being reported.

While there are plenty of models to consider, a well-developed bystander intervention training model should include information which allow bystanders notice the incident; recognize it as problematic; take on responsibility; know how they can help; or, know the resources they can utilize for third-party intervention. If bystanders, students in particular, are empowered, they will intervene, and the most successful intervention for a student controlled social dilemma is student intervention.

Reference List

http://hazing.cornell.edu/
http://www.mencanstoprape.org/Theories-that-Shape-Our-Worth/bystander-intervention.html
http://www.raproject.org/
http://stepupprogram.org/students/strategies-for-effective-helping/
http://www.stophazing.org/

NHPW KITS are Available in the Online Store at HazingPrevention.Org

http://missionmade.com/hazing-prevention

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National Hazing Prevention Week Resource Guide 2014
We Can ALL Make a Difference to Stop Hazing

- A Mother’s Perspective

By Lianne Kowiał
My intent for writing this is to provide, from a parent’s perspective, a mother’s perspective, who lost a child, my dearest and only son, to hazing and how everyone can make a difference to help stop these senseless, dangerous and sometime deadly acts from injuring, physically or psychologically, or possibly killing any more of our precious children, one of which may be the very one you hold dearest to your heart.

It was my worst nightmare and certainly every other parent’s worst nightmare, as well...not just to receive “a” phone call but to receive “that” phone call waking you from your sleep late at night to hear that your son has been taken to the emergency room. This was the most heart wrenching event I have ever been forced to deal with in my entire life. Losing my own mother to cancer when I was young was one thing. Even at a young age, I knew something dreadful was going to occur. In November 2008, when my husband and I received “that” call, that sudden call, with no preparation for what we were about to hear from the emergency room doctor and later, the law enforcement officer, it was more than a parent or any human being should have to bear. We were told that our dearest son, Harrison, only 19 years of age old, was being airlifted to a trauma center in Charlotte, NC from a smaller regional hospital in Hickory, NC. The story of how he sustained the injuries that ended his precious, young life and broke our hearts had changed completely three times until we finally learned the truth.

My intent for writing this is to provide, from a parent’s perspective, a mother’s perspective, who lost a child, my dearest and only son, to hazing and how everyone can make a difference to help stop these senseless, dangerous and sometime deadly acts from injuring, physically or psychologically, or possibly killing any more of our precious children, one of which may be the very one you hold dearest to your heart.

I know I can never bring Harrison back and am grateful I have 19 years of beautiful memories of my son, but I am sad...sad beyond belief. What occurred was so unfair and I miss him dearly. If you knew Harrison, you would have known how warmly and deeply he touched your life. The university Harrison attended also thought he was a very
special young man, as well, and awarded him an academic and golf scholarship. But what happened? What went so horribly wrong? I didn’t get to see him graduate from college, land his first job, marry his future wife, be elated at the sight of my first grandchild as well as experiencing all the special life moments a parent wants and looks forward to for a cherished son or daughter.

Harrison passed away November 2008, and yet the senseless acts of hazing still occur. The hazing can be verbal, psychological or physical abuse. It rears its ugly head in the form of daring or forcing the individual to perform humiliating acts or submit to forms of punishment and abuse which can lead to injury and, unfortunately, sometimes death, as it did with my dearest son, as well as others, each and every year since his loss.

When will it stop? When will it stop once and for all? It will only stop when we take responsibility and become accountable for our actions. Who needs to take responsibility and become accountable for stopping hazing? Everyone. Members involved in student organizations, Inter/National Headquarters overseeing student groups, college/university alumni, administration and staff, parents of any adolescents and/or young adults, community members; we all have the responsibility.

I’m sure all students have a basic idea and understanding of right from wrong. Initially, this needs to be taught at home. When away from home, as parents, we rely on others to keep our children safe. We rely on others to help our children make healthy and smart decisions, and most times, individually, students will do what’s “right.” As I mention when talking to high school or college students, I remind them to do the “mom test.” Is the activity one you would be comfortable being a part of if your mom were watching? Unfortunately, in a group setting, it is more likely that members of that group will do things that an individual normally would never do alone, sometimes very dangerous things. They may hide these dangerous activities under the guise of “traditions.”

I’m all for tradition. Thanksgiving is a tradition, as is celebrating the Fourth of July. These are safe traditions that have genuine meaning and purpose. However, being unexpectedly tackled by fraternity brothers dressed in black colored clothing, while the pledges are told to wear white, so they could be more easily be seen as targets, is beyond asinine. It is senseless, dangerous, and in Harrison’s case, it was deadly.

I know there is a “brotherhood” or “sisterhood” when you are part of a fraternity or sorority. They are supposed to be there for one another in times of need and many fraternities and sororities engage in a number of worthwhile, philanthropic causes to help the community. My question is: where were his “brothers” on that cold evening in November 2008? When Harrison suffered such severe head trauma that he fell into a coma within minutes and passed away from his injuries? Where was the sense of right and wrong that night? Where was the personal responsibility? Why wasn’t 911 called immediately?

In order to monitor the actions of organizations on a university campus, there needs to be communication and transparency. Neither the National
Fraternity, nor the university said they knew what the local fraternity was doing. Where are the checks and balances? Internally, at the local chapter level, what stopped another fraternity member from taking initiative to stand up, stop the behaviors, and do what was right?

Closing a student group or firing individuals from a school or university is only a “band aid” approach, after a hazing incident or death. It is reactive. What is the root cause, why is hazing still happening, why isn’t there more accountability across the board?

As a mom, I heard the word “hazing” but thought it was a thing of the past. I didn’t realize that hazing was still occurring on college and university campuses. I was shocked and absolutely sick to my stomach when I learned of the dangerous and senseless “traditions” Harrison had to go through, as a pledge, in order to be accepted, in order to belong. Many reading this may say Harrison could have opted out and he could have said no, but unfortunately, he, nor the other pledge had any idea what they would be put through on that field, in the dark of night.

Here is my request to each and every one of you. Do what you can to MAKE A DIFFERENCE. I have been asked to share Harrison’s story at the Sigma Phi Epsilon Southeast Leadership conference, the Lambda Theta Alpha National Convention, the Pi Alpha Phi National Conference, the University of Tampa, and this fall, at the University of South Florida. I also have spoken locally at the high school level to up and coming university students. If I was able to touch one person or fifty, but hopefully hundreds, it was time well spent. I want to MAKE A DIFFERENCE. Will you?

Lianne Kowiak is a wife and mother of two, Harrison and Emma. She continues to share Harrison’s story so others are aware of the dangers of hazing. She has been interviewed by Current TV, Al Jazeera America, Bloomberg News, and Huffington Post. Lianne also volunteers for Hazing Prevention.org. Lianne can be contacted at Lkowiak@hotmail.com.

I want to MAKE A DIFFERENCE. Will you?
A Fraternity Brother Speaks Out

By Colin Schlank

Somehow, I made it through the pledge process and immediately began taking on leadership roles to advocate for change.
I cannot count how many times I have asked the following question amidst the past four years of my life; what can I do to stop hazing? This single question has left me confused, angry, disillusioned, and ultimately inspired to make a difference in the world. I hope that by sharing with you my story, you too will be inspired to make an impact in your community.

My name is Colin, and I am currently a graduate student at the University of Connecticut. I am studying secondary education and history and am extremely excited for my future after college. Four years ago, during the spring semester of my freshman year at UConn, I made the decision to pledge a well-known fraternity. Like most other students who choose to join a Greek organization, I was seeking to meet new people and enrich my college experience. Though my fraternity experience has had many high and low points, I am forever grateful that I made the choice to join.

I began to notice hazing practices within my fraternity on the very first night I became a part of it. On that night, brothers from the chapter gathered my pledge class in the parking lot of our on-campus house and began the first event of the pledging process. Hoping to immediately show who was in charge, two brothers instructed me to sit in the backseat of their car and wrap a tie around my eyes. They blasted loud music and subsequently slammed the gas pedal. I remember feeling like I was on a roller coaster, only this was no amusement park ride.

The brother driving sped up to what felt like ninety miles an hour and shook the steering wheel back and forth; it sent me and the other pledge in the backseat flying. Still blindfolded, we were brought to an undisclosed location and lined up. Brothers then got directly in my face and shouted, “Take your pants off now, pledge!” Though I stayed idle, I heard one of my pledge brothers undo his belt buckle, only to then be yelled at by a brother for doing just that. Heads swirling, we were brought back to campus and officially inducted into the new pledge class of the fraternity.

Stand up for what is right. Though it may seem like your voice is just one of many, your words can start a movement that resonates throughout.
A Fraternity Brother Speaks Out • Colin Schlank

After a week of pledging, I began speaking out about the hazing I was experiencing. I knew that something was very wrong with the way we were being treated; it was as if we weren’t even people. Throughout my pledge process, I sat down with brothers and posed questions that most had never been asked. Why do you call yourself my brother when you don’t treat me like one? What are the purposes of these hazing events? Don’t these events contradict the core values of our fraternity? What seemed to me like perfectly reasonable inquiries, these questions unleashed a firestorm within my chapter. It still makes me cringe to think about the texts brothers sent me when they heard about my views. I was called an instigator, a troublemaker, and most memorably, a “cancer to the organization.” From what I was told, many of the brothers sought to have me cut from the pledge program. However, with some support within the chapter, this push never reached a vote.

Somehow, I made it through the pledge process and immediately began taking on leadership roles to advocate for change. During my sophomore year, I joined the Interfraternity Council. As leaders of the community, we executed an initiative to remove alcohol from the recruitment process, which at the time served as a major contributor to the unhealthy environment. Though we did not directly tackle the issue of hazing, I deemed this undertaking as an important movement within the Greek system. I am proud to say that we came together as a community to uphold our values by eliminating recruitment parties. During my junior year, I took on the role of HuskyTHON chair within my chapter. As a fraternity, we raised over $8,000 for the Children’s Medical Center in Hartford, a remarkable increase from the year prior. That year, HuskyTHON raised more than $300,000 in total. In addition, as a fraternity brother, I continued to speak out against hazing practices within the chapter, but to no avail. After many failed attempts to also seek action from my chapter’s leadership, aside from personal friendships, I chose to limit all involvement with the fraternity.

As you may have seen on the news, a student from a sorority at UConn came out publicly last March with her story about hazing. This incident came as a shock to the campus, yet was in no way a surprise to me, as it only reinforced what I had been fighting against throughout my college experience. Upon reading the newspaper, I began posting articles about the developing story on my Facebook page. Instantly, I began receiving overwhelming attention, both positive and negative. Assorted individuals, mostly members of the Greek community, sought to attack me for my posts and accused me of turning my back on them. However, many students and professionals both in and beyond the UConn community praised me for being honest and addressing an issue that had been swept under the rug for too long. A few weeks after posting, Tracy Maxwell, from HazingPrevention.Org, and Mike Dilbeck, from RESPONSE ABILITY, encouraged me to appear on the news network, Al Jazeera to participate in a round-table discussion on hazing. In agreement with the messages from these two inspirational leaders, I spoke about the impact of hazing on college campuses.

I would like to make it very clear that my mission is not to incriminate my fraternity or my brothers, but to raise awareness

(continued on the following page)
about hazing and promote the positive aspects of the fraternal movement. For those of you who question how hazing can continue to exist, I hope that my story means something to you. If you are a student reading this article, I strongly urge you to use the power of your voice to address this issue in your own community. While some may disagree with your opinion, you will be able to fall asleep at night knowing that you are doing the right thing. In a famous speech recited to students at the University of Cape Town, my personal hero, Robert F. Kennedy, highlighted the need to stand up for what is just. He stated, “Each time a man or woman stands up for an ideal, or acts to improve the lot of others, or strikes out against injustice, a tiny ripple of hope is sent forth. And crossing each other from a million different centers of energy and daring, these tiny ripples will build a current that can tear down the mightiest walls of oppression and resistance.”

Stand up for what is right. Though it may seem like your voice is just one of many, your words can start a movement that resonates throughout. I truly hope that you find the internal courage to face injustice head on and lend your voice to the hazing prevention movement in whatever way seems most prudent and impactful to you. I am willing to say that the future of your organization depends on you doing just that.

While some may disagree with your opinion, you will be able to fall asleep at night knowing that you are doing the right thing.
### ACKNOWLEDGEMENTS

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![Association of Fraternity/Sorority Advisors (AFA)](image)

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National Hazing Prevention Week is observed during the last full week of September each year, or whenever it fits in your campus or organization calendar. It provides an opportunity for individuals, organizations, campuses and communities across North America to raise awareness about hazing and to promote hazing prevention.

NHPW is organized by HazingPrevention.Org, whose mission is to empower people to prevent hazing.

For more information, visit www.HazingPrevention.Org.