# Table of Contents

<table>
<thead>
<tr>
<th>Topic</th>
<th>Page</th>
</tr>
</thead>
<tbody>
<tr>
<td>Letter to Readers</td>
<td>3</td>
</tr>
<tr>
<td>What is NHPW?</td>
<td>4</td>
</tr>
<tr>
<td>Hazing - The Hidden Harm</td>
<td>5</td>
</tr>
<tr>
<td>Is This Hazing?</td>
<td>6</td>
</tr>
<tr>
<td>What You Can Do</td>
<td>7</td>
</tr>
<tr>
<td>Education: Online Courses, Novak Institute, GOAT Education Events</td>
<td>9</td>
</tr>
<tr>
<td>‘Revisiting Hazing and Rites of Passage: When &amp; How Students Become Adults’ by Norm Pollard</td>
<td>13</td>
</tr>
<tr>
<td>Alcohol Abuse on College Campuses – by Skywood Recovery</td>
<td>17</td>
</tr>
<tr>
<td>National Hazing Prevention Week 2016 Official Poster</td>
<td>26</td>
</tr>
<tr>
<td>‘Incorporating Skits’ by Revenel Metayer</td>
<td>27</td>
</tr>
<tr>
<td>Social Media - #40Answers Twitter Campaign</td>
<td>28</td>
</tr>
<tr>
<td>Join The Mosaic Project</td>
<td>29</td>
</tr>
<tr>
<td>Fundraising Ideas</td>
<td>30</td>
</tr>
<tr>
<td>‘Why I Don’t Support Hazing’ by Abigail Blaes</td>
<td>32</td>
</tr>
<tr>
<td>‘Involved Alumni: Their Impact on Chapter Culture’ by Danny Catalano</td>
<td>35</td>
</tr>
<tr>
<td>Hank Nuwer Anti-Hazing Hero Award</td>
<td>37</td>
</tr>
<tr>
<td>Shop our Online Store for all your NHPW Needs</td>
<td>39</td>
</tr>
<tr>
<td>Ways to Promote Your NHPW Activities to Participants and the Media</td>
<td>41</td>
</tr>
</tbody>
</table>

## National Hazing Prevention Week will be officially observed

**September 19-23, 2016**
LETTER TO READERS

Welcome to HazingPrevention.Org’s 2016 National Hazing Prevention Week Resource and Planning Guide. We hope that this guide will provide you with the tools you need to host a successful NHPW on your campus or within your organization.

HazingPrevention.Org’s National Hazing Prevention Week volunteers and staff have 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.

There are a lot of ways you can get involved – from encouraging your members to add their photos and voice to our These Hands Don’t Haze Mosaic Project, to hosting educational events, and even enrolling folks in our online course Hazing Prevention: It’s Everyone’s Responsibility.

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,

Emily N. Pualwan
Executive Director
HazingPrevention.Org
What is Hazing Prevention Week?

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 (NHPW) is commonly observed during the last full week of September each year, but you can choose any week that works best for your communities’ calendar. A good time is right before or during initiations into clubs or new sport’s teams. Some schools arrange NHPW activities earlier in September and some the first week back in January. Choose the time that is right for you! We make sure that we do not print dates on any of our posters or materials so that you may customize them for your needs.

How can my community prepare for National Hazing Prevention Week?

2. Select a committee of stakeholders to work on planning for the week’s events
3. Reserve rooms, speakers, etc for your events
4. Order your NHPW supplies at hazingprevention.org/store/
5. Work with school administrators, newspaper editors and local media to promote your events
6. Take pictures and post to social media. Use hashtags #NHPW16 and #thesehandsdonthaze

National Hazing Prevention Week Kits are available in our online store.
Hazing is any action taken or any situation created intentionally that causes embarrassment, harassment or ridicule and risks emotional and/or physical harm to members of a group or team, whether new or not, regardless of the person’s willingness to participate.

Traumatic injuries have been caused by hazing practices. Many times we first hear about an act of hazing when it has reached a physical extreme, and when someone has been physically injured, or when someone has died. There have been numerous cases of traumatic brain injuries due to beatings and other hazing rituals, and many cases where hazing victims have been hospitalized. Many times the act of hazing is exposed when a victim is hospitalized.

Sometimes because of shame or self-blame we do not hear about the psychological effects of hazing, and these many cases do not make the news, or are reported in the same way that physical trauma is. But the negative psychological effects of hazing can be both long-lasting and just as traumatic to the victim and their families. These can include depression, suicide, poor grades, withdrawal from activities and shame. This harm can persist into adulthood and can undermine the well-being of a person.

Hazing can be physically and/or psychologically harmful to even perfectly healthy individuals, but mix hazing with any one of thousands of previous experiences and the damage can increase exponentially.
If you’re not sure whether or not something happening to you or to someone else is hazing, ask yourself these questions:

- Would I feel comfortable participating in this activity if my parents were watching?
- Would we get in trouble if a college administrator or faculty walked by and saw us?
- Am I being asked to keep these activities a secret?
- Am I doing anything illegal?
- Does participation in this activity violate my values or those of this organization?
- Is this causing emotional or physical distress or stress to myself or to others?
Hazing is everyone’s problem. That’s why it’s also everyone’s responsibility.

At HazingPrevention.Org™, our mission is to empower people – everyone – to prevent hazing.

**IF YOU WITNESS A HAZING INCIDENT OR SOMEONE IS IN DANGER**

**CALL 911**

If you want to report a hazing incident or a suspected incident that is not immediately putting someone in danger, contact your school’s security office, your organization’s leadership and/or other state or local designated reporting authority.

Many schools and organizations require that you report what you witness!

Please note that HazingPrevention.Org is not a reporting agency for hazing. If you or someone else is in immediate danger please immediately dial 911.
LEARN WHAT HAZING IS

Familiarize yourself with the definition of hazing: HAZING is any action taken or any situation created intentionally that causes embarrassment, harassment or ridicule and risks emotional and/or physical harm to members of a group or team, whether new or not, regardless of the person’s willingness to participate.

- Take responsibility, when you see it occurring or when it happens to you
- Speak up and reporting it immediately – you may save a life!
- Make others aware of what hazing is and their responsibility for preventing it – hazing prevention is everyone’s responsibility

FAMILIARIZE YOURSELF WITH LOCAL POLICIES AND LAWS

Every school, national organization, athletic department and workplace has an anti-hazing policy and most, a procedure for reporting violations of that policy. Make sure you know what those policies are and be prepared to use the reporting process if necessary.

Nearly every state in the U.S. has laws against hazing as well, which means it’s a misdemeanor or felony that should be reported to law enforcement. You can find state laws here:

hazingprevention.org/home/hazing/statelaws

START A PREVENTION MOVEMENT ON YOUR CAMPUS

National Hazing Prevention Week (NHPW) is officially recognized during the third week of September each year, but you can help prevent hazing year round! If you would like to start a program on campus, raise awareness about hazing and how to prevent it, and encourage your fellow students to join you, you can learn more about the resources available to you here:

hazingprevention.org/home/prevention/national-hazing-prevention-week

You can also order supplies and educational materials at our online store by visiting:

hazingprevention.org/store
EDUCATIONAL INITIATIVES

Speakers, video/movie screenings and discussions, and panel discussions are all ways you can engage students in talking about hazing prevention.

You can have your members/leaders/groups take our NEW online course called

**Hazing Prevention: It’s Everyone’s Responsibility.**

Now available for individual purchase, the online one-hour course informs students how to recognize, prevent and report hazing.

The SMART STEPS on your right are a component of the course, which guides users through practical steps they can use to prevent hazing in schools and on teams.

REQUEST A DEMO OR PRICING

[https://prevent.zone](https://prevent.zone)

727-395-9636
Hazing Prevention: It’s Everyone’s Responsibility™

This 1-hour course teaches college students how to recognize, prevent and report hazing. Dive deeper into the specific needs of fraternity and sorority life when paired with our Greeklife module.

Visit [http://prevent.zone](http://prevent.zone) today!
For more information, contact us at 877-395-9636

Request a DEMO or pricing: [https://prevent.zone](https://prevent.zone)
727-395-9636
The Novak Institute for Hazing Prevention™ tackles the challenging public health problem of hazing in a totally unique way. This four-day, interactive experience teaches diverse groups of interdisciplinary participants how to address hazing from a strategic approach that focuses on prevention rather than just response.

Nationally recognized faculty teach a prevention framework based on proven principles that are grounded in research.

Geared toward campus life and organization professionals and interdisciplinary teams of professionals and students.

Stay tuned for more information on the 2017 Novak Institute

June 2017
HELP PREVENT HAZING ON YOUR CAMPUS

Join us for exclusive early screenings of the new film GOAT, along with a thought-provoking conversation about hazing on campus.

National Hazing Prevention Week
September 19 - 23, 2016

Visit HazingPrevention.Org for screening locations and times near you!

In Theaters, On Demand and Digital HD September 23
Revisiting Hazing and Rites of Passage: When & How Students Become Adult

By Norm Pollard
Dean of Students – Alfred University

For many of us working in hazing prevention, this has been a remarkable period of time. In the past ten years there’s been repeated media coverage exploring the dynamics of hazing, specific training on how to detect, investigate, prevent hazing and legislation/policies specific to the topic of hazing. Even so, we cannot claim victory or minimize our passion about this important topic. Quite the opposite. We must redouble our efforts to deliberate the poignant question posed by Hank Nuwer, “What compels young men and women to accept degrading and dangerous rituals in order to belong to a social club, sport team, sorority, or fraternity?” As clearly articulated in this publication, we are going beyond Hank’s initial question about “why” individuals haze, to “how” to develop effective prevention strategies to change hazing behaviors amongst young adults.

Over fifteen years ago my university had its own incident when veteran football team players were caught hazing the rookie players. Why would a group of freshman athletes allow themselves to be bound together and consume alcohol until they vomited, especially since they were trying to become part of the very group that was forcing them to engage in this dangerous and possibly deadly hazing act? It was not a matter of “boys will be boys,” but a desperate desire to be part of a rite of passage initiation - to prove their worthiness to become part of the group - to belong.

If we take away the stupidity and dangerousness of their action, there were some “positive” aspects of the event. These athletes, who are stereotypically seen as the most macho and psychologically distant group on campus, were engaging in a cohesive bonding process. Without encouragement or supervision, they attempted to develop a rite of initiation where the new members of the group could prove their worthiness to be part of the team. Their process was misguided, but the intent was noble.

Very few adolescents have secure feelings about becoming an adult. They do not know what it means or entails since few have been taught or mentored. The only modeling many have had is the popular media. In our culture the athlete is seen as the icon of adulthood, a hero. Children equate being an athlete with being an adult, and their “rite of passage” toward adulthood is being involved in team sports.
For Alfred University, this event was especially troubling. We had the horrible hazing death of Chuck Stenzel in 1978, as chronicled in Hank Nuwer’s seminal book, “Broken Pledges”. As an institution, we were determined to respond to this incident more effectively than what was done previously. Part of that effort was an attempt to measure the scope of the problem. At that time there was very little research about hazing – much less about hazing associated with athletics.

In response to our athletic hazing incident, Alfred University conducted the first national survey on initiation rites and athletics. Student athletes, coaches, deans and athletic directors responded to a survey about their knowledge of initiation rites on their campuses. Based on a national random sample, the survey estimates that 80% of NCAA athletes were subjected to hazing activities. Very few athletes were willing to categorize the activities they took part in as hazing. Hazing was uniform throughout the NCAA divisions, but there were significant differences in the type of activities based on gender and sport. Student athletes reported that they would not report hazing if they knew about it, and administrators did not think otherwise. Students and administrators alike agreed that the best prevention strategies include taking strong disciplinary action against incidents of hazing, having high athletic, behavioral and academic standards for recruitment and providing alternative bonding and recognition events for athletes.

Even with those defined prevention strategies, the allure of hazing can be extremely seductive and appealing. As stated in a recent article by Susan Stuart, “the sport ethic, or tradition, has four distinct values: making sacrifices for the game, striving for distinction, playing through pain, and refusing to accept limitation in pursuit of winning.” For a young athlete just joining a team, those “values” can be easily manipulated and misrepresented by older players to become the motivation for hazing.

To illustrate that point, every athlete respondent reported that they had been involved in at least one initiation activity. Ninety-six percent of athlete respondents reported that they were involved in at least one acceptable initiation activity, 65% said they were involved in at least one questionable activity, 51% said that they were involved in at least one alcohol-related activity and 21% reported that they were involved in at least one unacceptable event. In addition, 42% reported that they had consumed alcohol on a recruitment visit.

An interesting aspect of the phenomenon is that only a few were acknowledging its existence - not even the students who were exposed to it. A mere 12% of student athlete respondents reported being hazed to join an athletic team. However, a full 80% reported participating in one of the activities that are considered hazing activities. The discrepancy between these two figures suggests that students do not really know what constitutes hazing, despite being presented with a straightforward definition. It also indicated a general lack of concern about hazing practices. Students knew that the term hazing is negative, that it is a bad thing. Therefore, to label their experiences as hazing implies that they have done something wrong. So it is no surprise that so few were willing to report that they've been hazed. Those that do acknowledge hazing practices defend them strongly, claiming that they build "team chemistry" and are "traditional". As one
student wrote on his survey, "If no one is hurt to the point where they need medical attention, just leave it alone." They have very little concept of how harmful hazing can be, or how easily it can get out of their control.

Another reason students are so reluctant to see the harmful aspect of hazing is that it is very much a part of their life. Not only has hazing been going on so long in the university atmosphere that it is considered tradition and has even been glorified in movies about college life, it is also present at the high school level. Of the athletes who reported being hazed, 42% of them reported being first hazed in high school. Another 5% said that they were hazed first in middle school. If hazing is something that they have been exposed to from the beginning of their athletic career, it is understandable that students think it is acceptable. As substantiated in Alfred University’s follow-up study of high school hazing, students are coming to college campuses from a culture of hazing.

As mentioned previously, very few of our college students have secure feelings about becoming an adult. They do not know what it means or entails, since few have been taught or mentored. The only modeling many have had is the popular media. In our culture the athlete is seen an icon - a hero. Children equate being an athlete with being an adult, and their "rite of passage" toward adulthood is being involved in team sports.

Almost every culture has a defined process for adolescents to pass into adulthood, but our culture has few opportunities for our youth to participate in a process of initiation, but that does not mean they don't yearn for the opportunity. As a prevention strategy to hazing, if a college does not provide a rite of passage program, adolescents will attempt to make their own, through fraternities, clubs, gangs and teams that will go beyond their intended mission and include an initiation process.

Initiation rites are frequently used to create feelings of cohesiveness among group members. These rites can be harmless, but if they involve behavior that is humiliating, dangerous or illegal they are considered hazing. Hazing has been recognized as a problem on university campuses for a number of years. However, most people are under the misconception that it is a phenomenon limited to fraternities and sororities. In reality, the scope of hazing is nowhere near that narrow. Because of Alfred University’s surveys and the comprehensive national survey by Drs. Elizabeth Allen and Mary Madden, this misconception has been definitively corrected.

Initiation, or rite of passage, is a coming of age process. It has typically been the central form of education and guidance for adolescents in their ascension into adulthood. It is a ritualistic process that clarifies and affirms their new status or role in the adult community. The process is an intentional one. The elders, or those initiating the new members, have specific goals. The goals usually are not evident or understood by the new member. Their knowledge and comprehension come gradually. Usually they do not know what is happening to them or what it means. The initiation process establishes a hierarchy between those with power versus those without power (rookies vs. the team).
Our society has abdicated its responsibility for initiating the young. In previous generations, families would work side by side in the fields, eat every meal together and sometimes build adjacent homes next to their parents. As our culture progressed from an agrarian to industrial to informational, it seems there are few "elders" in our society willing to teach the values and knowledge adolescents need to become adult members of our society. Rather than seeking knowledge and direction from adults/mentors, adolescents are garnering knowledge through Google and Wikipedia. It's not the fault of parents, teachers or society; it is the lack of confidence of our culture to teach values. Our society has "evolved" to value tangible developed cognitive abilities and skills, rather than intangible cultural values and norms.

By asking each generation to participate in a process of initiation, traditional rites reappear and the entire community is reinvigorated. To know that every generation of one’s culture (team or fraternity) went through the exact same process creates a "connectedness" to something greater than the individual. Participants feel part of the community and the community knows it has been renewed. The process of is profoundly personal and communal. The larger group has helped the individual to become an adult and full participant in the group.

It's important to recognize that the student will grow up to become an adult with or without a rite of passage. The question becomes what type of adult does society want? As a college student emerges into their adulthood they strive for inclusion and belonging. They will find something; it's up to us (society, parents, coaches, teachers, etc.) to give them a healthy and powerful option.

The question that remains is: what can be done about it? Fortunately, we are at a better place than we were ten years ago. Rather than solely relying on outside speakers to come and present for an hour on the horrors of hazing, we have viable prevention strategies readily accessible. Through the tireless work of a collective group of individuals, anyone wishing to develop a comprehensive prevention strategy can do so. The prevention template is right here in this publication, on HPO’s website and through the collective wisdom of a network of professionals. No one needs to face this issue alone.

In closing, I’d like to nudge along the next compelling question. Since we now know the scope of the problem and we have a viable – research based – prevention strategy, can we figure out “how do we develop effective rites of passages that are compelling enough to replace hazing?”
Alcohol Abuse on College Campuses

By Skywood Recovery

College life in America is nearly synonymous with things like weekend parties and alcohol. For most students, it can be difficult to abstain from alcohol when your friends are taking part. It’s even harder though, for those who have grown dependent on alcohol.

Fraternities and sororities have long been labeled with stereotypes of heavy substance abuse and hazing practices. While most college campuses have formally banned such activities, many incidents still continue to occur. A quarter of college students claim they have performed poorly on schoolwork due to alcohol, but that figure jumps to 50 percent for those who are affiliated with a fraternity or sorority.[3] College is a fun time in life, but it’s also stressful. Students attempt to balance all the obligations on their plates with exams and school projects, sustain good grades, participate in extracurricular activities and maintain a social life. It’s easy to want to let loose on the weekend, or even a weeknight, with this kind of schedule, but letting loose doesn’t have to mean going too far. Each year, about 20 percent of freshmen drop out of school, and officials say substance abuse is a factor for some.[4]

Approximately 10.8 million individuals between 12 and 20 years old reported drinking alcohol in the past month in 2005.[1] Almost 18.8 percent of these individuals admitted to binge drinking and six percent to drinking heavily.[2]
Resources for Students

A number of college campuses across American offer specific resources to students who are struggling with substance abuse and addiction. A 2005 survey of American undergraduate students showed that 84 percent of them were past-year drinkers.[5] Many college campuses across the United States work with local chapters of Alcoholics Anonymous and have brought meetings on campus for those battling substance abuse. Penn State boasts its own Collegiate Recovery Community that is geared toward encouraging sobriety and helping those with dependency issues stay clean. The school offers the following four types of meetings on its University Park main campus:

- Friday’s first AA meetings
- Yoga and meditation for those in recovery and their loved ones
- Sober Sunday’s AA meetings
- Adult Children of Alcoholics meetings[6]

A reported 10 percent of members belonging to Alcoholics Anonymous are under the age of 30, and many are college students.[7]

Another popular method of controlling alcohol abuse on campus is alcohol management. This program is not well-suited for those who are dependent on alcohol or require treatment that goes beyond the scope of educational tactics to reduce or stop drinking. Some students are big fans of harm-reduction therapies that teach them to control how much and how often they drink, as well as how to identify which of their drinking behaviors may be dangerous. Behavioral therapies can also assist students who want to learn to drink within reasonable amounts and frequencies.

Moderation Management (MM) is steadily gaining a following, too, and it may be more appropriate for some college students who want to learn how to drink responsibly. Again though, this approach isn’t advisable for those who are suffering from alcoholism as it merely aims for a reduction in drinking most of the time. Abstinence rates in one self-reported study utilizing MM techniques increased from 16 percent to 20 percent over the course of quarterly follow-ups spanning the length of a year’s time.[8]
Abstinence rates utilizing MM techniques increased from 16% to 20% over the course of quarterly follow-ups in 12 months.

Rational Recovery is a self-help based approach aimed at total abstinence, while SMART Recovery works on maintaining abstinence after recovery begins. Many of these groups offer online support groups and software-based educational materials to boost the addict’s chance of success following their treatment plans.

These groups are more popular than you think. You are not the only student on campus looking for alternative things to do with your time and better ways to manage your alcohol consumption. As of June 2014, more than 135 programs to deter substance abuse and assist in recovery were in operation on campuses across the nation.[9]

Some campuses also impose strict rules and regulations for the possession and use of drugs or alcohol. The University of California at Berkeley has consequences for alcohol-related incidents posted on the school’s website. These consequences include several actions on top of informing school officials and coaches, such as mandated counseling, harm-reduction practices, and suspension from school.[12] Other institutions have banned some types of booze altogether, such as Dartmouth, which no longer allows hard liquor.[13]

Other colleges and universities offering similar programs include:

- Drexel University
- La Salle University
- Villanova University
- Boston College[10]
- Sarah Lawrence College
ALCOHOL ABUSE
ON COLLEGE CAMPUSES

HOW MANY COLLEGE STUDENTS ARE AFFECTED?

If college students were screened for their alcohol consumption alone during their years in attendance...

**Characteristics of Alcoholism:**
- The need for an excessive number of drinks in order to get drunk.
- Drinking in secret or downplaying the number of drinks.
- The feeling or appearance that every day involves either drinking or recovering from hangovers.
- Drinking early in the day, every day.
- Using any excuse to drink.

40% would fit the criteria for alcoholism.

A reported 600,000 college students suffered alcohol related injuries

Over 97,000 college students have been victims of alcohol related sexual misconduct

Over 150,000 college students have developed a health problem related to alcohol intake

Alcohol is linked to over 1,800+ student deaths annually

WHAT ROLE DOES HAZING PLAY?

Despite anti-hazing laws, hazing practices still occur in Greek life, most often under the guise of pledging activities. In 2011, hazing crossed the line into involuntary manslaughter when a sophomore died as a result of being forced to drink until he passed out.

82% of deaths from hazing involve alcohol

29% of Greek life leaders are concerned with the overuse of alcohol during pledge activities

SOURCES

http://thesexyman123.com/alcoholism/
http://www.michaeldouglas.com/alcohol-abuse/sorority-college/
http://rehabinternational.org/drug-education/help-for-college-students/
http://www.collegedrinkingawareness.org/StudentResources/hazingPages/Important-hazing-statistics.aspx
http://hazingprevention.umich.edu/HazingPrevention/HazingStatistics.aspx

Created by SKYWOOD
It’s important to understand just how many college students are affected by alcohol abuse and alcohol-related issues. This infographic illustrates the criteria for alcoholism and the statistics of how it is linked to fatalities, adverse consequences and injuries in the college community.

Who Can Benefit?

Some resources are applicable for those looking to harness some control over how much or how often they drink. Not everyone is suited for this type of recovery program, because some young people have grown dependent and need help.

The signs of alcohol dependence include:

- You’ve set drinking limits for yourself but keep surpassing them.
- You have every desire to stop drinking, but you don’t feel like you can do it.
- You stopped doing things you used to enjoy to drink instead.
- If you aren’t drinking, you’re thinking about drinking.
- Although your alcohol abuse has only caused you problems, you keep drinking.[14]

Some people aren’t merely in over their heads with alcohol, but they also have another disorder complicating their life. Mental illness affects some 46 million people in the United States.[15] Around one-third of these individuals also have a problem with substance abuse.[16]

Much research points toward a common trend in young people: they just might not know what they want or believe in. In one contradictory set of evidence, high school seniors were surveyed in 2010 and asked if they approved of adults having a drink or two every day — 70 percent did not.[17] Why is that so interesting? Well, several studies have noted the protective health benefits of moderate alcohol consumption, and many more have proven that binge drinking is where the real problem lies, yet fewer students disapprove of binge drinking.[18] This may draw attention to a need for greater awareness. Popular beer manufacturers and the liquor industry will always bend the rules to finesse catering to a younger demographic, and colleges will always be a stomping ground for substance abuse. The best way to combat these measures is with a strong education to our nation’s youth on what moderate alcohol use is and the dangers of abusing any substance.
42.3% of college students who required substance abuse interventions or emergency medical attention because of substance abuse were freshmen.

The Struggle to Stay Clean

In social environments such as college, being sober can seem like social suicide to some students who are just trying to fit in. There is a lot of pressure on freshmen specifically to find their niche and a crowd to follow during the next four years of their lives. This may very well be why those in the freshman age group are more prone to alcohol abuse than any other college student demographic. In one study of 255 college students who required substance abuse interventions or emergency medical attention because of substance abuse, 42.3 percent of them were freshmen.[19]

One of the best ways to ensure your drinking doesn’t get out of control during the college years is to seek out other students who are also interested in abstaining. The crowd you hang around with is going to have a large influence on what you do with your time. Finding roommates to live with off-campus is another option, since it is easier to control the environment than in a dorm.

Many campuses are now home to sober parties, too. If you’re struggling to fit in and find yourself using alcohol as a social lubricant to make it easier to warm up to others at parties or simply to find a group of people to hang out with, you’re drinking for the wrong reasons. It will always benefit you to take interest in social activities that don’t require drinking, such as dinners with friends, sporting events, or concerts. You’re far more likely to blend in at one of these events than a party on campus where the only thing that is really going on is drinking.

Of course, drinking doesn’t always start in college. Many who attend have had experiences with alcohol before they signed up at their would-be alma mater. However, how early you start drinking may have a serious effect on your future relationship with alcohol. Among young people aged 12 to 20 years old, the average age they start drinking is 16.1 years old.[20] Rates of substance abuse increase from 5.2 percent during the adolescent years to 17.3 percent during early adulthood.[21]
Help for Addiction

The good news is that more college-aged addicts and substance abusers are seeking help than ever before. Between 1999 and 2009, the number of admissions to substance abuse treatment facilities among people aged 18 to 24 in America rose by 141.3 percent.[22] Many will abuse drugs or alcohol during their undergraduate years and go on to become professionals with stable lives that lack any semblance of binge drinking, marijuana use and other illicit drug use. If college students were screened for their alcohol consumption alone during their years in attendance, 40 percent of them would fit the criteria for alcoholism.[23]

Overdose is a scary reality for many people. Alcohol is linked to the deaths of over 1,800 students annually.[24] Another 600,000 are injured while intoxicated every year.[25] The vast majority of them were living out their college years as they saw fit, just like everyone else. A 19-year-old Lafayette College student died in his sleep in 2012 after passing out following a long night of drinking for his birthday celebration; he died of a heart attack in his room alone.[26]

There are other adverse effects that stem from binge drinking, too. Some 696,000 students aged 18 to 24 are the victims of assault by a peer who has been drinking each year.[27] Over 400,000 students in the same age group engage in unprotected sex due to drinking every year, too.[28]

Thankfully, comprehensive care can help get students who are struggling with drug and alcohol abuse back on the right track. If needed, detox and rehab can address the issues that led to the substance abuse in the first place, so students can move forward in their academic careers and leave substance abuse behind for good.
Citations


[2] Ibid.


[18] Ibid.


[25] Ibid.


[28] Ibid. - See more at: http://skywoodrecovery.com/alcohol-abuse-on-college-campuses/#sthash.LqM02UQy.dpuf
First Place Winner – Victoria Kong
Victoria is a Senior Chemistry Major and Combined Fine Arts Minor at Carroll College in Helena, Montana.

Click here to download the official 2016 poster for free! You can use the space at the bottom to add your event dates, locations and times. You can order high quality glossy posters through our online store at www.HazingPrevention.org/store
SKITS

INCORPORATING SKITS INTO HAZING PREVENTION
by
Revenel Metayer, Emory University; Founder, Persist Until Success Happens Ambassador Program

Skits are another great way to provide programming for National Hazing Prevention Week that engages students

Purpose: To help students identify incidents/effects of hazing (prior to, during an incident, or after an incident) and illustrate the different types of hazing that occur (physical, psychological, mental, wasteful consumption of time, etc.)

Plan

Participants: Volunteer basis
1) Students that represent a diverse set of perspectives (athletes, Greek, members of student organizations (SGA, College Council, step teams, Residence Life, etc.)
2) A theater class (great for intertwining the in-the-classroom experience and the out-of-classroom experience, less likely to have greater participation from a sector of student life)
***Student and faculty buy in
The more students you get to participate the more student buy-in you will receive

Location: Large auditorium/common area

Skits:
1) Students can use skits that have been deemed effective and re-enact them
2) Students can come up with their own skits

Wrap up:
• Provide information about resources that can be used when hazing is identified (anonymous reporting)
• Remind students that hazing is not always physical or blatant
• Have a discussion with students to share learning points and address questions and concerns
• There should not be a hierarchy of power as every member of a club/frat/sorority/organization should hold the same weight as any other member

CONTESTS

Contests are great ways to engage in sharing the message of National Hazing Prevention Week.

Here are just come ideas you can incorporate:
• Host a poster design contest with either your school’s theme, or this year’s NHPW theme, These Hands Don’t Haze.
• Ask students to film a short video with a hazing prevention theme.
• Challenge teams to come up with a problem/solution that might be particular to your campus or organization.

Feel free to come up with your own contests. We suggest you award prizes to encourage participation.
SOCIAL MEDIA

Social Media is a great way to share your activities and encourage others to join. You can highlight your group or club’s fundraisers and awareness events.

Take pictures and post on Facebook, Twitter and Instagram and use the hashtags #40Answers, #NHPW16 and #thesehandsdonthaze. We’ll be sharing great ideas from schools and organizations across the country before, during and after National Hazing Prevention Week.

#40Answers TWITTER CAMPAIGN STARTS AUGUST 10TH!

In partnership with Sigma Nu Fraternity, HazingPrevention.Org is pleased to announce the 6th annual #40Answers Twitter Campaign.

For each of the 40 days leading up to National Hazing Prevention Week (September 19 – 23, 2016), one commonly heard excuse for hazing will be posted via the Twitter accounts for HazingPrevention.Org (@PreventHazing) and Sigma Nu Fraternity (@SigmaNuHQ).

Participating in the campaign is easy!

First, follow @PreventHazing and @SigmaNuHQ to see the hazing excuse for each day. Second, post your answer to that excuse using your personal or organization’s Twitter account.

Note: all Twitter posts should include the #40Answers hashtag so the conversation can be easily followed. Follow the conversation by searching Twitter for posts tagged with “#40Answers”.

Page 28 of 44
THE MOSAIC PROJECT: THESE HANDS DON’T HAZE
ADD YOUR PHOTO TO THE LARGEST HAZING PREVENTION MOSAIC

Join the movement. Share your story, through The HazingPrevention.Org MOSAIC. This online and interactive mosaic is built from many thousands of photos and stories, added one by one by you, which grows throughout the fall to create a huge mosaic.

Have you added your picture to the THESE HANDS DON'T HAZE picture mosaic yet? It’s easy!

CLICK HERE TO ADD YOUR PHOTO: thesehandsdonthaze.org
AND SHARE WITH YOUR FRIENDS!
FUNDRAISING

Your observance is a great way to raise money for a terrific cause. HPO is a nonprofit organization so donations of all kinds are always welcome. Your support helps us continue to be able to provide programs and services to prevent hazing. Consider HazingPrevention.Org as one of your charities of choice for your September challenge.

Here are some ideas!

**Encourage each of your members/team to enter their photo and story on our Hazing Prevention Mosaic**, and ask each of them to donate $10 to support the cause.

At the end of the entry process there is a link to our donation page at https://donatenow.networkforgood.org/hazingprevention

**Hold a fundraising bake sale**, or other local event to raise money to support HazingPrevention.Org. Campuses that raise $1,000 or more receive a one-year Campus Membership to HPO with great benefits that last all year long!

**Set up a personal fundraising effort** on the grassroots giving website, www.greeksforgood.org, and encourage your family, friends and fellow students to donate to your cause – HPO and hazing prevention.

HPO also benefits from relationships with **strategic partners** who donate a percentage of proceeds back to HPO. If you work with vendors, ask them if they would consider 10% of their sales to be donated to HPO. We can work with any vendor who might be interested in this type of agreement.
Why I Don't Support Hazing by Abigail Blaes

I am incredibly proud to say that I have never felt belittled, pressured, or degraded to obtain membership into any organization I am a part of. It very much frustrates me to know that there are people out there who would support the degrading, dehumanization, and humiliation of an individual.

Because that's what hazing is.

Hazing is defined as "any action taken or any situation created intentionally that causes embarrassment, harassment or ridicule and risks emotional and/or physical harm to members of a group or team, whether new or not, regardless of the person's willingness to participate."

Sounds like a whole lot of fun, team building exercises, right? Believe it or not, that's how some people view the practice of hazing. The idea that hazing is anything but damaging to the members and the organization is, quite frankly, shocking to me.

“If you have to physically or mentally berate any individual into ‘respect’, perhaps you do not deserve it.”

Abby Blaes is a sophomore student at Missouri State University majoring in Public Relations and minoring in Creative Writing. She is a proud member of Sigma Kappa sorority. Abby felt a strong sense of responsibility to defend against those who feel that hazing is not a problem on college campuses. Hazing prevention is a cause very close to her heart and she is immensely proud to be a part of an organization who continually rejects any and all hazing practices. Abby wrote this article to try to raise awareness about this topic which may college students don't seem to want to address. She hopes that this piece will help to spread awareness and give a new perspective on the hazing epidemic.

I'm going to tell my side of the story in response to one particular article that I read recently because ever since I've read it, I've felt the need to clarify my side of the argument.
Contrary to popular belief, not all organizations like sororities and fraternities haze. And I am proud to be a part of a community and a sorority that strongly rejects all forms of it.

There are some who believe that hazing encourages fellowship, loyalty and respect. And to that, I just have to say... bs. I can't imagine believing that berating, embarrassing and hurting another human being would be at all beneficial in any form.

Some may say that hazing is voluntary. But, here's the thing. For an act to be voluntary, it must be done without any form of "pressure, force, or coercion." If there's a risk of being kicked out of the organization if the "required" hazing is not fulfilled, then this certainly counts as pressure, force, or coercion. Further, without the full disclosure of everything that will happen to a potential member upon membership, then in no way is this a voluntary act. People are being coerced and pressured into completing mentally and physically damaging tasks in order to gain membership into an organization.

Now, to tackle the other argument that hazing promotes unity and respect. If you have to physically and/or mentally berate any individual into respect, perhaps you do not deserve it.

The glorification of hazing as supporting camaraderie and respect seems so incredibly contradictory. Members of an organization are meant to pick each other up, show support no matter the circumstances, and stand by one another. How can that be achieved when you set the precedent of humiliation and physical and emotional harm?

In the article that ignited this response, it is quoted, "Without a hazing process, your membership is the equivalent to a participation trophy." I hold my membership to my organization with a higher respect than a "participation trophy" and I have never been hazed. Membership in my organization is a privilege and I have worked hard to maintain the position that I have. Except I do not define that hard work as hazing, but by dedicating my time, efforts, creativity, passion and voice in each and every way.
I do not feel the need to be physically and mentally abused in order to feel respect; to feel friendship towards other members of my organization. And I do not feel the need to subject another person to that kind of cruelty either. I, and the other members of my organization, have that admiration and appreciation for one another inherently.

I have more respect, love and appreciation for the future members of my organization than to support hazing. I have more respect, love and appreciation for my organization than to allow something as toxic and damaging as hazing to taint it.

We know the statistics about hazing. We know that an incredibly long list of people have been killed or have killed themselves because of hazing practices. We know that hazing causes physical and emotional damage. And if you don't know these things, I encourage you to look at the links I have included because they are very enlightening. If we know all of this and if there is such resounding evidence, my question is this: why is this even still a conversation?
Involved Alumni:
Their Impact on Chapter Culture

by Danny Catalano

I have the privilege of acting as the “utility hitter” for my chapter’s alumni board. Whenever there is a higher-level issue with our chapter, I am asked to provide insight, offer solutions, and sometimes asked to speak with our undergraduate brothers. I made the trip to my Upstate New York Alma Mater in December to speak to our members about an interesting predicament they found themselves in this past fall. We talked about our organization’s values, what had transpired, and how to recruit better members throughout the year. As I was headed to my car, it hit me: they thought what they did was acceptable, something that all groups do, and having someone like me challenge them on their actions was ludicrous. How can I, a founding father, relate to these men? How did the vision and direction of our organization change dramatically over the past ten years?

Acts of hazing, among other practices within Greek-lettered organization, are products of an organization’s culture and behavior. Many factors can influence whether an organization hazes or not, including new member programs focused on developing active chapter members, high levels of support from University officials, and values-driven recruitment. Another major factor which can positively, or negatively, influence a chapter? Alumni.

When speaking with our chapter, I heard comments like, “well, the Alumni hate us,” “The Alumni are just here to get us in trouble,” and, “I can’t trust them because they will just tell Nationals.” As a previous traveling consultant for my organization, “nationals” makes me cringe.
This experience reminded me how important involved alumni are in shaping a positive culture and environment within Greek-lettered organizations. When done right, their presence and wisdom will be absorbed by undergraduate members like sponges. When done right. In some cases, chapters have the wrong alumni involved. These are individuals who believe(d) that mistreating new members, abusing alcohol and other drugs, and the “frat” stereotype were/are acceptable. These alumni, who were usually the one’s who weren’t as involved in chapter leadership or led the party crew every weekend, should be asked to step back, for the good of the organization.

Alumni who care can support the development of a healthy chapter environment by:

**Showing up: your brothers/sisters want to know you.** When I visited my chapter, this was the first time many of them had met a founding father. Most of them were visibly excited to learn more about the past. Providing them context to the chapter may help challenge their current negative environment.

**Telling their story: members want to know more about you.** Where are you from? Why did you join? What was it like being a member back then? What were your challenges? How did you define success? How did the organization help you find a job? Build relationships on campus? Succeed in the classroom? Telling them your story can emotionally grab active members; you might have more in common with them than you think.

**Stepping up:** this does not always include taking an alumni board leadership role. I found one of the best questions to ask undergraduates is, “how does this relate back to the values of our organization?” Ask the hard questions and get members to think bigger.

**Developing relationships with all members:** Ultimately, all the steps above require trust. If able, look to invest time in person, via text, or video chat to develop that trust. Once it is gained, your ability to positively influence chapter members exponentially increases.

Alumni have the ability to instill major positive change through their authentic story, involvement, and relationships. When trust is developed between the undergraduates and involved alumni members, a healthy environment within the organization is created.
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.

Nominations for the 2017 Award Recipients will open January 2017 and close April 30th. Winners will be announced in the summer of 2017.

Be sure to check our website for a listing of all our past winners and look for announcements on our social media channels!

CONGRATULATIONS TO OUR 2016 HEROES!

Trey Ackel
Dakota Benjamin
Justin Burns
Colin Schlank
Debbie Smith, MM
WE’RE ON A MISSION TO ELIMINATE HAZING

CAMPUSPEAK is dedicated to helping college students and organizations end the harmful practices of hazing. Our caring speakers and thoughtful workshops remind students of the values of their organizations, and that better members and better organizations don’t start with breaking them down — but with building them up.

TRAVIS APGAR
Hazing: The Fallout
Sharing his experience as a victim of hazing, Travis gives students a wake-up call about hazing’s lasting hidden harm.

TRACY MAXWELL
A Conversation About Hazing
Tracy hits on angles as complex as hidden harm, gender norms, the role of shame, and rising media awareness.

DR. MARI ANN CALLAIS
Why Do We HAZE & How Do We Change?
Mari Ann challenges why chapters are still participating in activities and behavior that contradict our values as organizations.

LORIN PHILLIPS
How Women Haze
Lorin focuses on the daily interactions between sorority women that lead to pain, embarrassment, and alienation.

MINDY SOPHER
Getting to the Heart of Hazing
Mindy asks each student to find a more worthy approach to new member education and inclusion.

THE INTAKE EQUATION
Hazing Prevention for Culturally-Based Greek Organizations
This workshop tackles core challenges that compromise the integrity and values of specific organizations.

For more information on these or any of our other speakers and workshops, contact CAMPUSPEAK at (303) 745-5545, email info@campuspeak.com, or visit campuspeak.com.
Shop our Online Store for all your NHPW Needs
Visit our online store at www.HazingPrevention.org/store

Customized brochures with your logo and reporting information, shipped directly to your door!

Many poster sets to choose from!

Large and Small Kits contain everything you need!

These Hands Don’t Haze awareness bracelets make great fundraisers!
SHOW YOUR SUPPORT!

Hazing Prevention buttons, ribbons, THESE HANDS DON’T HAZE wristbands, t-shirts and personal pledges and posters are all ways individuals and teams can declare their stance against hazing.

Check out our HPO Online store at www.hazingprevention.org/store for NHPW kits, posters, and gear you can order that have everything you need!

CREATE CONTESTS

Contests are great ways to engage in sharing the message of National Hazing Prevention Week.

Here are just come ideas you can incorporate:

- Host a poster design contest with either your school’s theme, or this year’s NHPW theme, Be Someone’s Hero: Stand Up to Hazing.

- Ask students to film a short video with a hazing prevention theme and post on YouTube.

- Challenge teams to come up with a problem/solution that might be particular to your school or organization.

Feel free to come up with your own contests. We suggest you award prizes to encourage participation.
WAYS TO PROMOTE YOUR NHPW EVENTS

Here are some ideas that you can use in promoting your event to your local community:

- Develop a list of media outlets (newspaper, radio and television) on your campus and in your community. Send news releases to them. Send the HazingPrevention.Org public service announcements (PSAs) to radio and TV stations (see RESOURCES). The media relations professional on your campus or in your organization will be a useful resource for you. National Hazing Prevention Week is a positive event undertaken by students and staff on your campus or in your organization, so make sure your efforts get the attention they deserve!
- Contact your school Principal, your student government, school clubs and teams, and invite them to participate in your events. Ask each group to assign a leader to represent that group, club or team in events. Hold contests to see who has the best participation!
- Contact the local mayor’s office, city council and other elected state and federal officials and ask them to issue proclamations recognizing NHPW and your school observance.
- Use social media, including Facebook, Twitter, Instagram and others to let people know what you’re doing to observe NHPW. Use the hashtags #NHPW16 and #thesehandsdonthaze in your correspondence.
- The official poster for NHPW 2016 is available for free downloading, customizing and printing at:
  www.HazingPrevention.org/home/about/media-press-kit/print-media

And don’t forget to order your NHPW gear, bracelets, pins, posters and information kits from our HPO ONLINE STORE right away so you have them in time!
EXTINGUISH HAZING BEFORE IT STARTS

Hazing is Frequent
- 74% of athletes experience at least one hazing incident
- 95% of time students did not report hazing events to officials

Hazing is Tragic
- Since 1970, there has been at least one hazing-related death each year
- Hazing reduces cohesiveness and exposes athletes to mental & physical risks

To Prevent Hazing, Monitor the 3 Components of Risk

Environment: What is the overall team culture (augmented by coaches)?

Perpetrator: What is the propensity of team members to perpetrate and participate in hazing?

Recipient: What is the susceptibility of new team members that render them a target?

The EXACT Hazing Prevention Index (HPI): Evidence-based Tool for Reducing Hazing in Sports

Student-athletes complete a short 5 minute survey that creates a 3-dimensional report:
- (1) Potential to perpetrate hazing,
- (2) Potential to receive hazing, and
- (3) The overall team environment risk

The HPI is designed for use with teams:
- High school and college level athletes (ages 13-23)
- Useful for both genders (female, male)
- Designed for pre or intra-season screening
- Accessible to administrators and the coaching staff

To begin reducing the risks of hazing on your teams, please contact:
Simon Clements, MPP
simon.clements@exactsports.com
312.854.2356

This tool was graciously developed through funding and guidance by the following organizations

EXACT SPORTS
Ohio Wesleyan University
NCAA

View the NCAA approved final research brief at https://www.ncaa.org/sites/default/files/Martin_Detecting%20Team%20Potential.pdf
THANKS TO OUR NHPW EVENT SPONSORS!