

Welcome!

Purpose

UW-Whitewater is dedicated to creating an energetic and dynamic educational environment for its' students and staff. The University has set forth its core values:

- commitment to the pursuit of knowledge and understanding
- development of the individual
- personal and professional integrity
- commitment to serve
- commitment to develop a sense of community, respect for diversity and global perspective.

In pursuit of incorporating these values into the day-to-day life of our campus we must actively fight disrespectful or hurtful experiences. Our campus and its activities must be safe.

To that end we have established a zero tolerance for hazing behavior. The purpose of this seminar is to create a shared understanding and language in regards to the treatment of ourselves and others.

Directions

Please review the following information regarding hazing behavior. At the end of this presentation, you'll be required to demonstrate your knowledge of the presented information. Two active members, one being next year's president, must demonstrate an 80% comprehension rating. This is a required portion of the annual student organization renewal process.

History

Since people have began to gather in groups at institutions of learning, hazing has unfortunately been part of the picture. Documentation of events has shown that hazing occurs in schools of varying size and status. : from Yale to Carroll College or Pacedena City college. Hazing activities are rarely in the news unless serious bodily harm or death occurs. As researched by Hank Nuwer, journalist and author, the first documented death from hazing occurred in 1838 at Franklin Seminary in Kentucky, 30 years before UW-Whitewater was founded. There has been a death from hazing every year since 1970. Those documented doing the hazing are both large or small groups of athletes, Greek organizations, marching bands, military, professional organizations, religious groups and others.

But how much is going on now?

Statistics

- 82% of hazing deaths involve alcohol (Nuwer)
- Approximately 1.5 million high school students in the US reported activities that were hazing, but only 15% thought they had been (Alfred University Athletic study)
- 80% of College Athletes have been victims of Hazing
- In 2004 5 underclassmen in 4 states drank themselves to death
- In 2002 , 23 hazing incidents by fraternities were documented in the US.(Nuwer)

What is Hazing?

There are considered to be 3 levels of hazing:

Subtle - Actions or activities that are against accepted of University/societal standards of conduct, behavior and good taste. An activity or attitude directed towards a new member/rookie or an act which ridicules, humiliates or embarrasses intentionally or unintentionally.

Examples:

- Ignoring or never doing anything with the new member
- Name calling
- Requiring silence periods
- Any form of demerits
- Members writing progress reports on new members
- Requiring new members to address members formally (Mr/Miss)
- Scavenger hunts for meaningless objects
- Phone/House/Clean up duties only assigned to new members
- Requiring new members to carry handbooks, or other materials everywhere to get signatures
- Scaring new members/rookies with what might happen at an initiation
- Depriving new members of privileges

Harassment - any action or activity that causes mental anguish or physical discomfort to a new member / rookie. Any action or activity directed toward a new member / rookie which confuses, frustrates or causes undue stress.

Examples:

- Verbal abuse
- Any form of questioning under pressure or in an uncomfortable position
- Requiring new members / rookies to wear ridiculous costumes or perform ridiculous activities
- Requiring only new members to enter by back door or go up back staircase

- Holding stunt or skit nights/events with demeaning and/or crude skits and/or poems
- Requiring new members / rookies to perform personal service to active members / veterans such as carrying books, running errands, performing maid duties, etc.

Violent - anything that causes emotional and/or physical harm

Examples:

- Forced alcohol consumption
- Forced ingestion of vile substances
- Sexual violation
- Assault including paddling, beating
- Burning

So why do people still do it?

"It's fun."

"It teaches respect."

"It helps develop discipline."

"It's tradition."

All of these are commonly heard excuses. When it comes right down to it, hazing is about power. The power that one position/person chooses to use over another person. Power and respect are not the same thing, and respect cannot be earned by demoralizing others.

At the grade school level =bullying

In the home =domestic violence or abuse

Outside the home =rape or sexual assault

State Law

948.51 Hazing.

- In this section "forced activity" means any activity which is a condition of initiation or admission into or affiliation with an organization, regardless of a student's willingness to participate in the activity.
 - No person may intentionally or recklessly engage in acts which endanger the physical health or safety of a student for the purpose of initiation or admission into or affiliation with any organization operating in connection with a school, college or university. Under those circumstances, prohibited acts may include any brutality of a physical nature, such as whipping, beating, branding, forced consumption of any food, liquor, drug or other substance, forced confinement or any other forced activity which endangers the physical health or safety of the student.
 - Whoever violates sub. (2) is guilty of:
 - A Class A misdemeanor (up to 1 year and \$5,000 in fines) if the act results in or is likely to result in bodily harm to another.
 - A Class E felony (up to 15 years and \$15,000 in fines) if the act results in great bodily harm or death to another.
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Local Policy

UNIVERSITY OF WISCONSIN - WHITEWATER

ANTI-HAZING POLICY

Students, student organizations, athletic teams and other student groups of the University of Wisconsin-Whitewater community are strictly prohibited from engaging in any type of hazing activity. Hazing is defined as "any action taken or situation created, intentionally, whether on or off-campus, that produces mental or physical discomfort, embarrassment, harassment, or ridicule." This includes any action that endangers the health or well-being of an individual, is personally degrading, has an adverse effect on the academic performance of the student, or which violates any federal, state or local statute or University policy. Individual or group consent to hazing activity in no way validates the activity or excludes those perpetuating it from being charged with a crime.

Individual members, organizations and groups who violate this policy are subject to University disciplinary action, as set forth in the University of Wisconsin-Whitewater Student Non-Academic Disciplinary Procedures under UW System Administrative Code Chapter 17. This document is available for review at the Office of Student Affairs, the Whitewater Student Government, or the Library Reserve Desk.

Additionally, any University student organization, group or individual student violating this policy or the Wisconsin Statute on Hazing, is subject to sanctions that may be imposed by the judicial or coordinating body of which the organization is a constituent member and/or a court of law.

Understand that all parties may be held liable. This includes officers, the group's advisor, general members and bystanders. You do not have to be the person hazing to be responsible for what's being done.

Let's break that down: Hazing is treating another member disrespectfully due to their status in the group. This does not always refer to a new member. Forcing officers to undergo the same processes is hazing, too.

Here's the big misunderstanding: CONSENT PLAYS NO PART IN HAZING. WHETHER YOU AGREE TO THE HAZING ACTIVITY OR NOT DOES NOT MATTER. IT MAY NOT BE TRUE CONSENT WHEN CONSIDERING THE PEER PRESSURE AND DESIRE TO BELONG TO THE GROUP. (NUWER)

Scenario One

New members of the Men's Hockey Team earn demerits if they are ever seen without a hockey puck in visible sight.

Is it hazing?

Yes No

Yes it is!

Any form of demerits is considered subtle hazing, as is requiring a member to carry an object with them at all times.

Each year, the newly-elected president of Alpha Delta Mu, a social fraternity, must walk to McDonalds in a dress, make-up and high heels. When there, he must order food for the entire fraternity, and sing the school's alma mater.

Is it hazing?

Yes No

Yes, again this is hazing. It does not matter that he is a veteran member, or that, by choosing to run for the position of president, he knew what he'd have to do. He was put in an uncomfortable, embarrassing position, was forced to spend money on the other members of the group, and had to do it to be the president. Consent does not mean it isn't hazing.

Your Name: _____

Your UWW E-mail Address: _____ @ uww.edu

The Organization(s) You are Taking the Quiz for: _____

Please e-mail or mail your quiz to Kim Clarksen , clarksek@uww.edu or

UC 146, 800 W Main Street,
Whitewater WI 53190

University of Wisconsin Whitewater



Hazing Training Quiz

1) Where do you report a hazing incident on campus?

- a) Chancellor's Office
- b) Career & Leadership Development
- c) Office of Student Life
- d) b or c
- e) none of the above

2) According to Will Keim, "If you have to ask if it's hazing,

- a) it is.
- b) talk to your members before doing the activity.
- c) quit the organization
- d) it probably isn't

3) An athletic team's new members are required to learn the team's playbook before the season begins. Is this hazing?

- a) Yes
- b) No

4) The three major categories of hazing are:

- a) scavenger hunts, work days, embarrassment
- b) harassment, violent, subtle
- c) sexual, paddling, verbal
- d) verbal, physical, mental

5) What is almost always involved in a hazing death (80% of the time according to expert Hank Nuwer)?

- a) alcohol
- b) ignoring of new members
- c) paddles
- d) sleep deprivation

6) Individual members of an organization, including the advisor, can be convicted of hazing. (This may include campus and/or legal conviction)

- a) True
- b) False

7) Organizations as a whole can be convicted of hazing. (This may include campus and/or legal conviction)

- a) True
- b) False

8) Veteran members of the women's gymnastics team take new members around town, where they are expected to perform stunts at restaurants, shops and faculty homes. Is this hazing?

- a) Yes
- b) No

9) According to Wisconsin laws, activities that a person agrees to cannot be considered hazing.

- a) True
- b) False

10) Hazing only occurs in athletic groups, the military and Greek organizations.

- a) True
- b) False

Thank you for taking this version of the antihazing quiz. You will be contacted if you do not pass the quiz with an 80% or higher.

Any questions can be directed to Kim Clarksen, Leadership Advisor,
UW-W Career & Leadership Development

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