

**Effective Anti-Hazing Policy**

**Prepared by Geoff Poelman and Suzanne MacMillan**

**For the Red Cross**

## **Objective:**

This paper has been prepared for the Red Cross in order to indicate what effective policies have been adopted by other organizations in Canada and the United States to help combat the growing concern of hazing.

## **Definitions:**

### *Bullying:*

Before one can successfully consider what policies may be used to effectively prevent hazing it is necessary to first explore what hazing is. All effective policies regarding hazing have defined what hazing is, and sometimes what it is not. Hazing is not the same as bullying, although the terms are often used interchangeably, bullying is often done by either an individual or small group attracting victims by their smaller stature, younger age, or perceived vulnerability. Usually bullies want a professed benefit ranging from money to attention and there is often only one victim - it is not based on tradition like hazing.<sup>1</sup>

### *Hazing:*

Some scholars give a very broad definition of what hazing is; in contrast to bullying, it usually involves a larger identifiable group. The hazer's do not intend to harm or gain anything from those being hazed but rather are following a repetition of tradition and maintaining hierarchy within the group.<sup>2</sup> Hazing is a process, involving planning, that ultimately involves psychological and physical stress to those exposed to it.<sup>3</sup> Generally hazing is actually a process that is intended by the perpetrators to bring a group closer together. In reality however, although those that are hazed together may feel a bond, they will not "feel trusting or positive towards those who actually hazed them. Instead the newbie's often feel anger and frustration" towards those that hazed them regardless of intention to bring the group together.<sup>4</sup>

Stophazing.org, an online leader in trying to stop hazing, has a more concise definition. They indicate that hazing "refers to any activity expected of someone joining a group (or to maintain full status in a group) that humiliates, degrades or risks emotional and/or physical harm, regardless of the person's willingness to participate."<sup>5</sup> The definition an organization adopts in their hazing policy will depend greatly on the types of hazing that concern them and the type of organization they are, as will be further discussed below.

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<sup>1</sup> Susan Lipkins PH.D, *Preventing Hazing*, (San Francisco: Jossey-Bass, 2006) at page 18.

<sup>2</sup> *Ibid.*, at page 19.

<sup>3</sup> *Ibid.*, at page 13.

<sup>4</sup> *Ibid.*, at page 16.

<sup>5</sup> *Hazing Defined*, Educating to Stop Hazing, <http://www.stophazing.org/definition.html>.

## **Hazing is getting more violent:**

There is, at least an appearance, that hazing activities are becoming more of a problem today than in the past due to an increase in the seriousness and violence of the occurrences. For example, during a Bellmore NY football training camp in the summer of 2003 the older players sodomized younger players with broom sticks, pine cones, and golf balls. This led to the later cancellation of the football season and coaches being fired - three players also faced criminal charges. Such incidences, obviously crossing the line of what is socially acceptable, are sometimes not recognized until it is too late. Incidences such as this, although not completely uncommon today, did not seem to occur or at least were not reported, in the past. <sup>6</sup>

## **Solutions:**

Although effective policy on hazing is important in any organization to try and curb the sting of hazing, implementing policy alone, as indicated by the approach taken by most organizations with seemingly effective hazing policies, may not be enough. Below are a number of solutions to hazing, including effective policy, that can be combined in order to have the most substantial impact on the problem.

## **Education:**

Anti-hazing education is important; people need to understand in their groups and organizations that hazing is not a beneficial activity. A policy simply stating, "no hazing" will not be effective on its own. Some scholars feel that education about hazing should be in the school system after the age of twelve when children can first comprehend the issues.<sup>7</sup> But what education can be put in place for an organization that is utilizing anti-hazing policy for the first time? Given that hazing can be incorporated into the fabric of athletics, fraternities or other programs merely outlawing it will not always eradicate it. Significant educational training must be mandated so that "those on the front line can be confronted with their own attitudes."<sup>8</sup> Education should focus on the significant consequences of hazing indicating that it is not acceptable and can cause harm. Leaders of groups and organizations "should be required to learn about hazing and how to prevent it."<sup>9</sup>

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<sup>6</sup> Tom Weir, *Sports hazing is becoming a bigger problem* in Jill Hamilton ed., *Bullying and Hazing*, (Detroit: Greenhaven Press, 2008) at page 82.

<sup>7</sup> *Preventing Hazing*, at page 150.

<sup>8</sup> *Ibid.*, at page 151.

<sup>9</sup> *Ibid.*, at page 12

Perhaps the first step is to educate those in a group on what hazing actually is. The University of Michigan has a website offering questions to determine if hazing is occurring. Although research into the effectiveness of using websites to proliferate a message is beyond the scope of this current project it would seem that the internet may be an effective tool to reach students and young people. A website may help group members and the public understand what hazing is and hopefully at least think twice about it. Some examples of questions on the University of Michigan website are:

- Would you let a reporter see and report what you are doing?
- Would you tell prospective members what they will go through?
- Would you tell all of the parents or family members what they will go through? (Or would they be welcome at the activity?)
- Would you allow the president, dean etc. to be at the activity?<sup>10</sup>

Although developing a policy to try and prevent hazing is important, it is also very important that the groups are educated on why hazing is not acceptable or tolerable and what alternatives (if necessary) are available.<sup>11</sup> The following educational points can be used as a framework for explaining and redefining hazing for groups or students through any chosen educational medium:

1. Hazing is a serious social problem. It is not simply harmless pranks. Hazing can result in physical, psychological, and emotional harm – even death.
2. Hazing is about a process of wielding power and control over others.
3. Hazing is humiliating and degrading. It ultimately weakens rather than strengthens a group. Hazing does not build respect or trust. Groups can be stronger without hazing.
4. Hazing is a community issue. Hazing and the attitudes that support hazing cultures are pervasive and affect us all.
5. Your help is needed to eliminate hazing. You can make a difference by speaking out and educating others about the dangers of hazing; reporting hazing incidents to school, college, and university officials; insisting that educational institutions take hazing seriously and hold students accountable in meaningful ways; and finding creative alternatives to hazing."<sup>12</sup>

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<sup>10</sup> Jill Hamilton ed., *Bullying and Hazing*, (Detroit: Greenhaven Press, 2008) at page 99.

<sup>11</sup> Susan VanDeventer Iverson, *Initiating Change: Transforming a Hazing Culture* in Hank Nuwer ed., *The Hazing Reader*, (Bloomington: Indian University Press, 2004) at page 256.

<sup>12</sup> *Ibid.*, at page 272.

Education can be communicated to a group in a number of ways. An organization can send newsletters, have a website, or hold a meeting to discuss hazing. One possible method is to hold 20-30 minute interactive in-services for leaders and various members of the group reminding them about hazing and what the position of the organization is on it. Often these short in-services, integrated with a handout or even small game, have the best memorable effect and are the least disruptive time-wise.

### **Positive Activities and Alternatives to Hazing:**

Positive activities, used when new members join a group or club, have been forwarded as one way to curb hazing in some situations. Adapting a policy of support for positive group activities to bond a group together like ski trips, rock climbing, games, sports etc. can be effective. However, some studies have found that those involved in hazing were also more likely to be involved in positive team-building activities.<sup>13</sup> Although adding positive activities to a group may promote bonding it also may not replace hazing traditions entirely, and may perhaps in some situations promote it if other appropriate policy is not in place by the organization.

Stophazing.org has a number of activities suggested that groups can use to try and promote positive building experiences within a group. It is important to foster unity, have pledges or group members work together on a challenge or project. For example a group like a fraternity could perhaps even make a basketball team or hold a 3 on 3 tournament. Members can also be encouraged to join in community or volunteer programs outside the group that will help promote leadership.<sup>14</sup> Essentially what is important is planning events that everyone can attend to instill a sense of membership without the requirement of “hazing.”<sup>15</sup>

### **Policy:**

Developing policy is one approach, arguably the most important, to changing or preventing hazing culture in an organization. Provincial or State laws in regard to hazing can be a great basis for an organizations policy, if available. However, an institution cannot stop there, especially since these laws generally fall short of what would be comprehensive enough to effectively challenge potentially deep-rooted hazing culture. Many American states do have effective legislation prohibiting hazing. Tennessee, New York, and Florida are among the front runners for good “state” anti-hazing policy. This legislation is critical because it forces every university to prohibit hazing under law so that there is no way any higher education institute can overlook the problem of hazing.

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<sup>13</sup> *Preventing Hazing* at page 16.

<sup>14</sup> *Hazing Defined*.

<sup>15</sup> *Bullying and Hazing*, at page 100.

One scholar on the subject has indicated that "institutions are encouraged to develop their own standards for group behavior...it allows for an institution to define norms for its culture. It is desirable to educate a community around norms for good citizenship and community standards. Students [or members in a group] need to be discouraged from making their own definitions about what is and what isn't hazing."<sup>16</sup>

Below are a number of policies that have been adopted by various groups from Colleges and Universities to Sports teams. Where available, information on how the policy has been effective, and how to make it effective, has been included. The most comprehensive hazing policies are found from universities and colleges in the United States due the tragedies that schools have experienced from hazing on athletic teams and initiations for Greek organizations.

### *Universities:*

One of the most inclusive policies in the United States comes from Vanderbilt University. Vanderbilt provides students and faculty with a Hazing Hotline as a way for people to anonymously report hazing incidents without the fear of being ostracized by individuals or a group. Vanderbilt's policy then lists six common myths about hazing which is important because it educates students and faculty on the hazing rather than just stating what is prohibited. The policy goes on to list examples to provide even more clarity on what constitutes hazing. Vanderbilt also lists different ways to combat hazing; this list includes awareness and education among members of organizations, detection of violations among members of organizations, and corrective action on the violations committed.<sup>17</sup> This is the most important feature of the policy because it educates people on how to break hazing traditions on campus. The state of Tennessee also has legislation that prohibits hazing and it is included in the Vanderbilt hazing policy.

Another comprehensive policy from an American university comes from Syracuse University. Syracuse's policy begins by listing New York State legislation. It then adds to the definition given by said legislation. The policy also lists sanctions such as losing university privileges. Listing sanctions is important so that people know the seriousness of the consequences of any hazing activity so they will be less likely to take the risk of partaking in that activity. Like Vanderbilt, Syracuse offers a Silent Witness number to anonymously report any hazing incidents on campus.<sup>18</sup>

There are various Canadian university hazing policies but Carleton University, St Francis Xavier University and Wilfred Laurier University are among of the best in the country. Carleton

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<sup>16</sup> *Initiating Change*, at pages 267-268.

<sup>17</sup> Office of the Greek Life, *Hazing*, Vanderbilt University, [http://www.vanderbilt.edu/greek\\_life/hazing.php](http://www.vanderbilt.edu/greek_life/hazing.php).

<sup>18</sup> *Syracuse University Hazing Policy*, Syracuse University, [http://supolicies.syr.edu/studs/anti\\_hazing.htm](http://supolicies.syr.edu/studs/anti_hazing.htm)

University only has a small policy on hazing. It is listed on their website under Student Rights and Responsibilities and says that hazing is strictly prohibited; the definition provided is:

Hazing means any act which endangers, or could reasonably be seen to endanger the mental or physical health or safety of a student, for the purpose of initiation, admission into, affiliation with, or as a condition for continued membership in, a group or organization.<sup>19</sup>

Although it is not a comprehensive policy, Carleton's hazing policy is effective due to its enforcement, such as one occasion during September of 2009 with the women's varsity soccer team. The team's coach found out about an initiation party and reported this to the Athletic Director of the school who subsequently suspended the entire soccer team for two games. Officials at Carleton University have sent a message to everyone attending the school that hazing will not be tolerated. This action is as important as any comprehensive policy because forfeiture of games can mean the end of a season; teams will be much less likely to risk ruining their season for the sake of hazing new players.

The University of Saskatchewan also has a very limited policy regarding hazing; one that simply identifies hazing as unacceptable practice among discrimination and harassment.<sup>20</sup> Although this may "cover" an organization in some respects a stronger stance is necessary if hazing is a problem in the culture of the organization. Hazing does not really seem to be on the radar at the U of S; although some hazing traditions in the past from the Engineering and Agriculture colleges such as "kidnapping" and hanging captured students from objects in the school has been banned. This has led to some indication of "cultural shifts" within the student population.<sup>21</sup> Basil Hughton, the Athletic Director, indicates that the coaches "caution the athletes" and he notes that "little if any hazing activities" under his observations occur anymore. However, although he indicated that a reported hazing activity would bring a combination of punishment and education he said that such an approach would have to be flexible to the situation and the policies have not yet been completed and made public in that regard.<sup>22</sup>

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<sup>19</sup> University Secretariat, *Student Rights and Responsibilities Policies*, Carleton University, <http://www2.carleton.ca/secretariat/policies/student-rights-and-responsibilities-policy/>

<sup>20</sup> *Discrimination and Harrasment Prevention Policies*, University of Saskatchewan, [http://www.usask.ca/university\\_secretary/policies/health/3\\_14.php](http://www.usask.ca/university_secretary/policies/health/3_14.php).

<sup>21</sup> Carol Pond, Coordinator of Discrimination and Harassment Prevention Services – U of S, [carole.pond@usask.ca](mailto:carole.pond@usask.ca).

<sup>22</sup> Basil Hughton, Athletics Director – U of S, [basil.hughton@usask.ca](mailto:basil.hughton@usask.ca).

St. Francis Xavier has a more comprehensive hazing policy than Carleton University. St. Francis Xavier provides a definition of hazing which states that:

any action that recklessly or intentionally endangers the physical and mental health or safety of students. No one, including current, former, or alumni members of any team shall harass, intimidate, mock, or ridicule anyone else or commit any other similar act as a requisite for membership or participation on any such team.<sup>23</sup>

The St. FX policy on hazing also provides an inclusive list of examples of hazing providing clarity as to what constitutes hazing. It is crucial to include examples so that no one at the school can claim that they did not know that what they were doing was hazing.

After talking with a former varsity soccer player and several students who were involved in a dormitory hazing incident, it can be said that the St. FX policy is effective in both the realm of varsity sports and student life. Every athlete has to attend a mandatory educational class on the perils of hazing before the athletic season starts which includes a video and guest speaker. The coach of each team then announces the repercussions if any athlete is found to be participating in hazing. The former varsity soccer player said that hazing has essentially been eliminated for fear that the team or an individual player will suffer the consequences if they are caught.<sup>24</sup>

Three years ago, there was a paddling incident at St. FX for new female members of a particular dormitory. As soon as school officials found out those involved, they called in the RCMP to begin a criminal investigation. No criminal charges were filed but the perpetrators were forced to go to women's classes on weekends and perform community service at the school. Through the police involvement and education classes, the students realized what the hazards of hazing are and have become supporters of anti-hazing policy. Both the preemptive educational mandatory session for varsity athletes and the post incident gravity of the consequences contribute to an effective hazing policy at this university.

Among the most comprehensive university hazing policy in Canada comes from Wilfred Laurier University. The policy was created by the Greek Council at the school as there is a large Greek presence on the campus. The Wilfred Laurier policy defines hazing, gives examples and also has specific policies for alcohol abuse, using illegal drugs and an anti-discrimination policy.

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<sup>23</sup> StFX Department of Athletics & Recreational Services, *Hazing Policy*, St. FX University, <http://www.goxgo.ca/index.php?athid=127>.

<sup>24</sup> Former students mentioned wish to remain anonymous.

The specificity that Wilfred Laurier has in its policy is important so that everyone at the school is aware of what is allowed and what is strictly prohibited.<sup>25</sup>

### *Sports:*

Actual policy among sports teams or universities with fraternities and sororities does not generally differ much in content; although much of it originates from different incidents and thus a different focus is sometimes adopted. For example Hockey Canada simply defines hazing, as per their focus on sports, as “a humiliating and degrading initiation rite in which a player is forced to participate in order to be accepted.”<sup>26</sup>

Hockey Canada does take a strong approach to hazing, however. Under their policy it is stated that “any player, team official, executive member of a team, club or association, or any other Hockey Canada member, having participated in or condoned any incident of hazing, shall be subject to a suspension of not less than one (1) year.” There is also an option of permanent expulsion from Hockey Canada registered programs in extreme cases. Discipline decisions related to hazing are forwarded and approved by the branch in that organization.<sup>27</sup>

The policy has with it at least some educational tips for parents on how to protect their children from hazing. Some ideas provided are:

- Talking with him/her about hazing; discuss peer pressure.
- Explain that he/she does not have to submit to hazing.
- Knowing the regulations of the Hockey Canada Constitution (as quoted above), By-Laws and the necessity of reporting any incidents of hazing to the local association.<sup>28</sup>

Todd Jackson, the senior manager of safety and insurance at Hockey Canada, when asked about the effectiveness of the policies in the organization, indicated that he feels that “this policy as well as our overall awareness program on the prevention of bullying, harassment and abuse has created an environment where adults and players are much more diligent with respect to creating a safe environment and not allowing hazing at the team level.” Although he admitted that they do not have any statistics to back up a reduction in hazing, he feels that the now upfront anti-hazing culture and education of the organization, along with the penalties against hazing, has been a success.<sup>29</sup>

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<sup>25</sup> Wilfred Laurier University Greek Council, *Hazing and Pre-Initiation Activities*, Wilfred Laurier University, [info.wlu.ca/greek/download/h\\_policy.doc](http://info.wlu.ca/greek/download/h_policy.doc)

<sup>26</sup> *Prevention Guidelines*, Hockey Canada, [http://www.hockeycanada.com/index.php/ci\\_id/6887/la\\_id/1.htm](http://www.hockeycanada.com/index.php/ci_id/6887/la_id/1.htm) - PDF, at page 14.

<sup>27</sup> *Ibid.*, at page 15.

<sup>28</sup> *Ibid.*, at page 14-15.

<sup>29</sup> Todd Jackson, Senior Manager – Safety and Insurance, [tjackson@hockeycanada.ca](mailto:tjackson@hockeycanada.ca).

Furthermore, these large umbrella type organizations, like Hockey Canada, also provide encouragement to other organizations to promote a hazing free environment. Hockey Canada has publicly supported and encouraged the OHL in taking a stance on hazing and they have created the “Speak Out” program; a “comprehensive program of training, education, and awareness of bullying, harassment and abuse as well as issues such as hazing, through workshops, resource materials and branch and association initiatives.” The primary purpose of the program is to educate coaches – it has been delivered to 100,000 coaches across Canada. The main part of their prevention message emphasizes Hockey Canada’s stance on “hazing as being unacceptable within the sporting environment.”<sup>30</sup>

The NCAA has been a leader among umbrella organizations in anti-hazing policy and literature. In 2008, the NCAA released a handbook on hazing in university sports. The handbook outlines what coaches, players, and team administrators should be held accountable for, ways to prevent hazing, alternatives to hazing, examples of hazing, and sanctions.<sup>31</sup> An important aspect of this handbook is suggesting that sports teams require their athletes sign agreements at the beginning of the season to ensure that they will not partake in hazing activity. The agreement outlines the definition of hazing, examples of hazing, and sanctions involved if found to violate this agreement. These types of agreements that the players sign could be incredibly effective as the player will then know that they will be held accountable if they are found to have participated in any type of hazing.<sup>32</sup>

#### *Some Further Examples of Policy at work:*

One researcher has looked into a number of independent colleges and how the anti-hazing policies operated after being put into place. After developing policy at one independent college "club heads and their advisors were expected to affirm their understanding and commitment to the following expectations by signing and submitting an agreement to the club council, a governing body. By signing this agreement, the group was agreeing to:

- Annually review the policy on hazing with their membership
- Participate in regular club officer meetings and training, including a session on hazing.

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<sup>30</sup> *Hockey Canada Commends OHL for Stance on Hazing*, Hockey Canada, [http://hockeycanada.ca/index.php/ci\\_id/16906/la\\_id/1.htm](http://hockeycanada.ca/index.php/ci_id/16906/la_id/1.htm).

<sup>31</sup> Mary Wilfert, *Building New Traditions: Hazing Prevention in College Athletics*, (Indianapolis: National Collegiate Athletic Association) at pages 6-20.

<sup>32</sup> *Ibid.*, at pages 33-35.

- Review their mission, purpose, and activities to ensure none are in violation of the policy."<sup>33</sup>

The essential element in this agreement was for the groups to realize that they would be held accountable if they did not find themselves in compliance with the new hazing policy. The agreement was a “symbol of the policy; a signed form signified the group's commitment to an anti-hazing culture.”<sup>34</sup> Also important was the outlining of the procedures including that: a violation to the policy must be reported and that during an investigation the club president or group leader would be notified of the offense. Finally, if the club or group was found responsible for the hazing, the leader or president would stand before a judicial board hearing in representation of the group. Any violation committed by an individual within the group without the group’s knowledge would lead to the individual, not group, being held responsible.

The hazing policy was effective at this college when a member of a club violated policy by spitting on someone and calling them profane names. They were reported to the club president, who had reviewed policy with the club. The president (who would be held responsible as head of the group if an individual was not singled out) held a group meeting and found out who did the act. He brought the individual before the judicial board where it was determined it was an individual not a club offence.<sup>35</sup>

In another example, a pledge who was uncomfortable with the hazing practices of his fraternity, brought his concerns to an alumnus of the fraternity (a prominent member in the community) who then, on that person’s behalf, interrupted the "hell week" hazing of new pledges and subsequently brought the pledges to university officials for questioning. The fraternity was charged with violation of the universities hazing policy without implicating the whistleblower.<sup>36</sup> Anonymous ways of reporting hazing, either as above, or with an anonymous email address or phone number, is an important way to ensure that those who may experience hazing can feel comfortable with reporting it. This allows a response to try and curb hazing culture within that small subgroup of the organization.

### *Websites:*

Cornell University has a great website devoted to supporting their policy on hazing and promoting education around it. Their definition of hazing is again suited towards the type of incidents that have occurred there within Fraternities and Sororities. The Cornell Campus Code of Conduct defines hazing as:

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<sup>33</sup> *Initiating Change*, at page 268.

<sup>34</sup> *Ibid.*

<sup>35</sup> *Ibid.*, at page 269.

<sup>36</sup> *Ibid.*, at page 269-270.

an act that, as an explicit or implicit condition for initiation to, admission into, affiliation with, or continued membership in a group or organization, could be seen by a reasonable person as endangering the physical health of an individual or as causing mental distress to an individual through, for example, humiliating, intimidating, or demeaning treatment; destroys or removes public or private property; involves the consumption of alcohol, other drugs, or other substances; or violates any of the policies of the university.<sup>37</sup>

Any individuals who are found in violation on Cornell's policy may receive:

- a. Oral warning
- b. Written reprimand
- c. Appropriate educational tools (such as reflection papers, counseling, letters of apology, and directed study)
- d. Sanctions payable in full or in part by community work performed in a manner acceptable to the judicial administrator.
- e. Community work
- f. Probation
- g. Suspension
- g. Dismiss Fraternity and Sorority Judicial Code.

If hazing does occur at Cornell the group is required to undergo a multi-session anti-hazing program. The program is headed by a private consultant and the group is responsible of paying for the costs. Although anti-hazing education is important in many ways it is important to ensure that education is available before hazing occurs as well.

The website at Cornell appears to do good job of educating those at the university about hazing and enforcing the universities policies (again research into the effectiveness of websites among students was not completed). The site shows the myths and realities of hazing but also indicates a number of incidents over the years and how they were dealt with. It is clear that clubs and organizations on campus are held accountable for hazing occurrences. The policy at the university also seems to be working effectively – there have been only three incidences of hazing in the spring 2005, and seven in spring of 2006. Currently there has been only one occurrence in the spring 2008 and two in spring of 2009 reported.<sup>38</sup> Denise Thompson, in the office of

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<sup>37</sup> *Campus Code of Conduct*, Cornell University, <http://www.dfa.cornell.edu/dfa/cms/treasurer/policyoffice/policies/volumes/governance/upload/CC.pdf>, at page 16.

<sup>38</sup> *Incidents at Cornell*, Cornell University, <http://www.hazing.cornell.edu/hazing/incidents/>.

Fraternity and Sorority affairs, has confirmed that student attitudes have led to a decrease in hazing incidents at the school.<sup>39</sup>

To further the accountability of groups at the university a campus “Sunshine Policy” has been put in place where groups that have “misconduct that exhibits hazing and/or a threat or disregard for students’ mental or physical health and safety will have their actions made public.”<sup>40</sup> It is then easy to track incidents at the university and the shaming element of incident exposure becomes a strong deterrent. Responsibility for hazing is given in this way to organizations at the university regardless of the group being an athletic team, fraternity or sorority. The university encourages education and especially communication when it comes to hazing.

Hazing is taken very seriously now among the student population at Cornell, according to Denise Thompson. The attitudes and culture has started to change, likely due to more pressure over the last few years on the students. The anonymous reporting of hazing means that the likelihood of hazing going unnoticed by the community, especially with the “Sunshine Policy” as above, creates a “not worth it” sentiment among groups. When students are caught hazing they also meet with a number of staff councilors for education, the police if necessary, and face a number of possible penalties as noted above.<sup>41</sup>

## **Conclusion:**

Effective hazing policy generally starts out with a definition of what hazing is followed by a strong organizational stance to back up and enforce that policy. Meaningful “backing up” of the policy is important so group members know the seriousness of breaking the rules. Education to all members is also important to reiterate what hazing is and its unacceptability. Education can also focus on how to break past tradition. Providing an anonymous way to report hazing activity is also a way to ensure that negative activity is reported and allow it to be appropriately dealt with early on.

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<sup>39</sup> Denise Thompson, Admin Assistant - Office of Fraternity and Sorority Affairs, ph: 607-254-8671 (has indicated that Travis T. Apgar - Associate Dean of Students, [tta4@cornell.edu](mailto:tta4@cornell.edu) or Dr. Tim Marchell, [tcm9@cornell.edu](mailto:tcm9@cornell.edu) would have more in depth information on Cornell’s policy effectiveness – neither have yet returned correspondence).

<sup>40</sup> *Hazing is a hidden and serious problem*, Cornell University, <http://www.hazing.cornell.edu/>.

<sup>41</sup> Denise Thompson, as above, again indicating that other people would have more information.

*Hazing is a hidden and serious problem*, Cornell University,

<http://www.hazing.cornell.edu/>.

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