

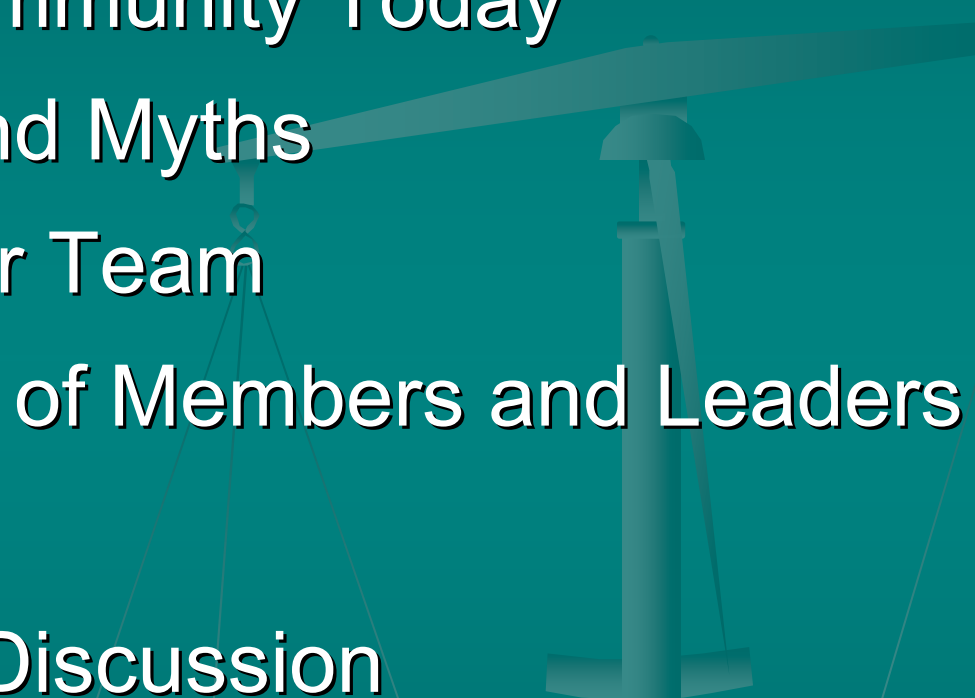
Building a Better Team Environment



Facts and Myths About Hazing
and
Its Effects

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Overview

- The Athletic Community Today
 - Hazing Facts and Myths
 - Building a Better Team
 - Responsibilities of Members and Leaders
 - Resources
 - Questions and Discussion
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Did You Know?

- Athletic Participation at Division III Institutions
 - Total participants: 75,689 men; 52,382 women
 - Average number of participants: 210 men; 146 women
 - Highest number of participants: 552 men; 426 women
- Participation as Percent of Enrollment
 - On average, student-athletes comprise 19% of the undergraduate enrollment at Division III institutions.
 - High is 47%.

The Potential of Athletics

- One of the most significant and highly visible **VALUES-BASED** organizations on campus
- Highly successful **LEADERSHIP DEVELOPMENT** program for college students
- Often involves more direct and indirect student **PARTICIPANTS** than any other program on campus
- More direct **CONTACT** time with participants than any other campus organization or program
- One of the two or three most **LOYAL** affinity groups in colleges and universities

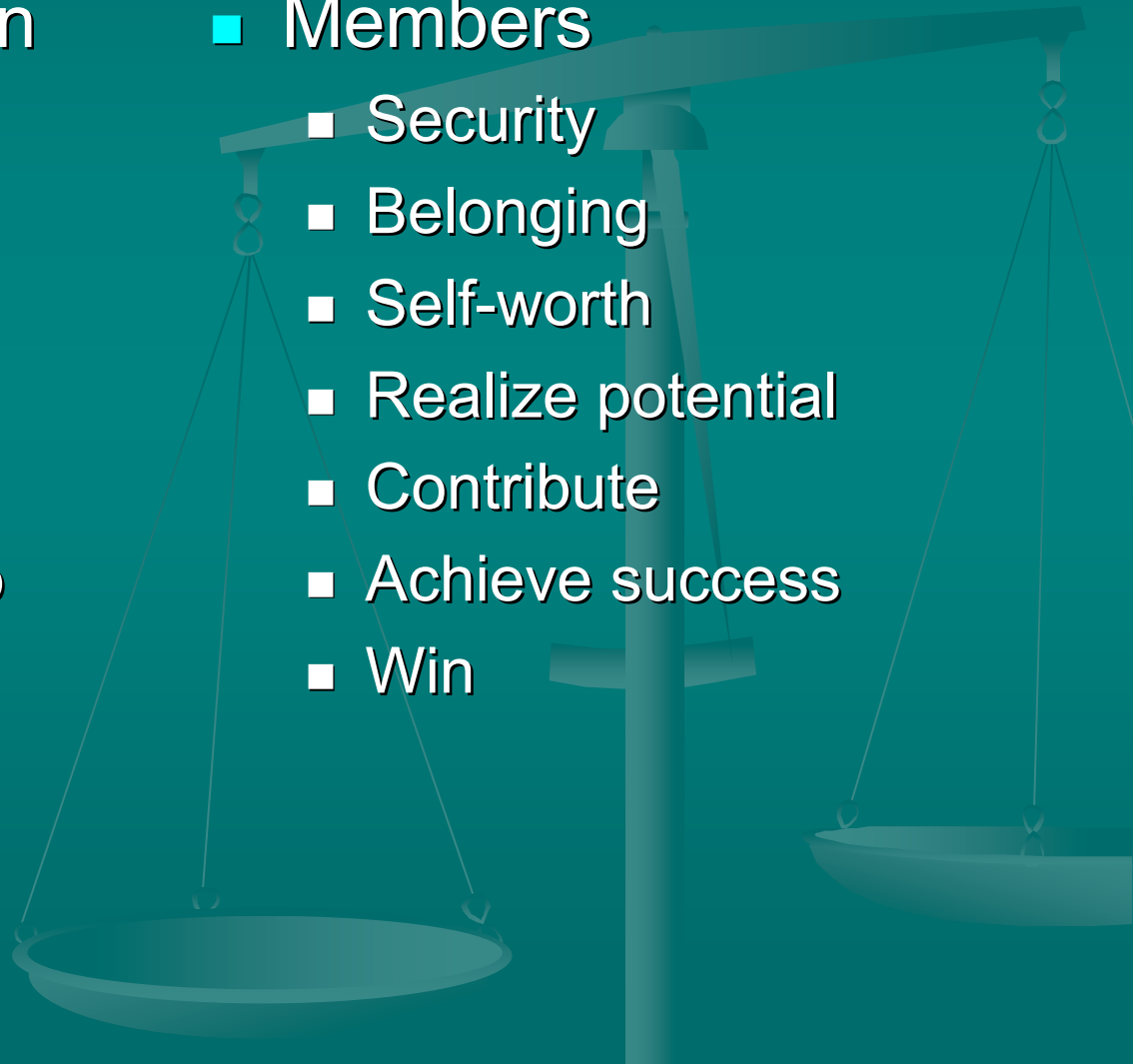
Team and Member Needs

■ Team/Organization

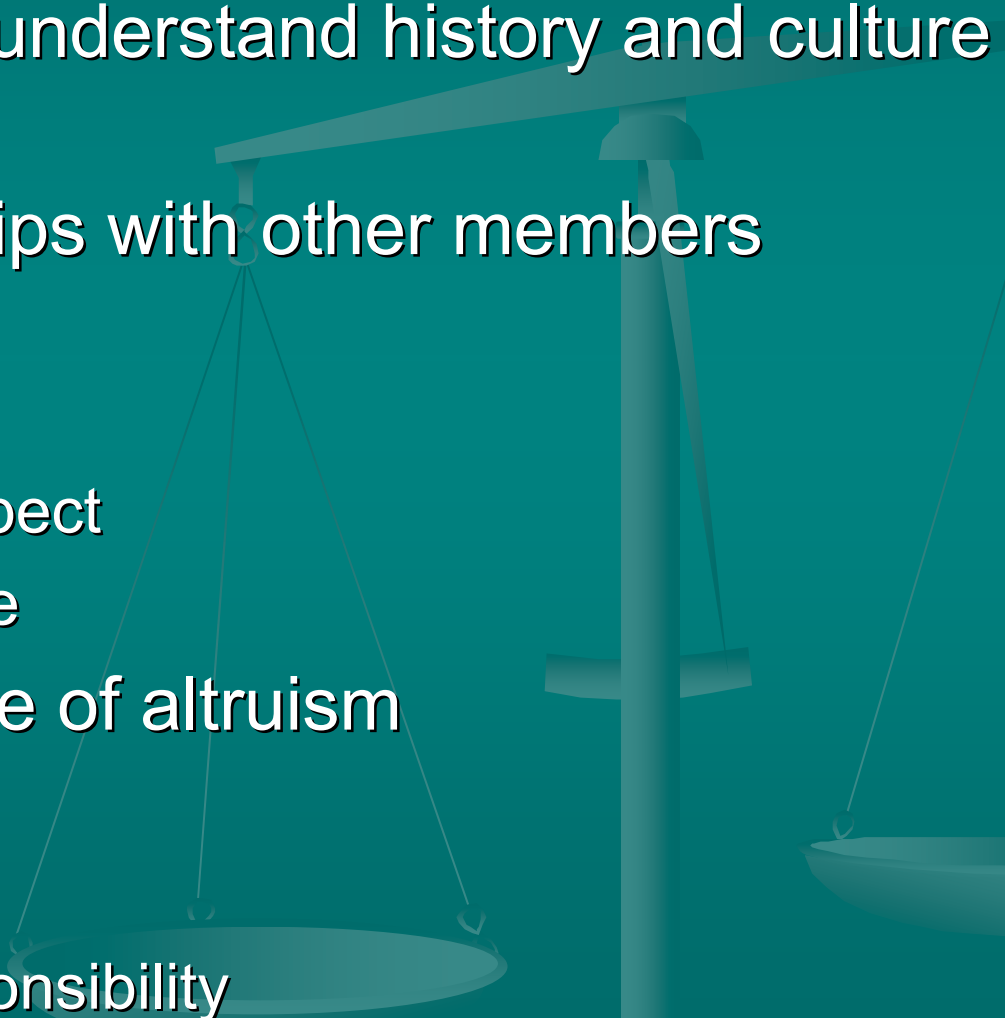
- Shared goals
- Responsibility
- Honesty
- Accountability
- Trust
- Shared leadership
- Win

■ Members

- Security
- Belonging
- Self-worth
- Realize potential
- Contribute
- Achieve success
- Win



Initiation Rites as a Means to Team and Individual Goals

- Help members understand history and culture of the group
 - Build relationships with other members
 - Understanding
 - Empathy
 - Civility and respect
 - Shared purpose
 - Develop a sense of altruism
 - Beyond self
 - Team identity
 - Collective responsibility
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Experiences of Enrolling Students

- 98% have participated in one or more community-building initiation activities
- 52% have been involved in only community-building initiation activities
- 48% have been subjected to hazing
- 43% have been subjected to humiliating activities
- 30% report performing potentially illegal acts as part of their initiation
- Almost every type of high school group has significantly high levels of hazing

So What Does This Mean?

- Collectively, we have an enormous influence on the culture of our institutions.
- This suggests we also carry an enormous responsibility.
- We enroll students whose experience often leads them to view hazing as “normal” or appropriate
- Will we be a force for positive influence or negative influence?
- Will we continue to say we ARE a positive force, or merely that we COULD be a positive force?

Hazing Facts and Myths

- The Law
 - Education Law
 - Penal Law
- Definitions and Examples
- Myths About Hazing



Hazing Facts – *The Law*

- New York State Anti-Hazing Law
(Education Law S.6831-B or A.11012B)
 - All Colleges and Universities in NYS must adopt clear anti-hazing policies
 - Defines hazing in terms of actions
 - Applies to students, faculty, staff, visitors
 - Must specify penalties for individuals and groups
 - Must enforce policies
 - Separate from penalties under penal law

Hazing Facts – *The Law*

- New York State Penal Law
§ 120.16. Hazing in the first degree

A person is guilty of hazing in the first degree when, in the course of another person's initiation into or affiliation with any organization, he intentionally or recklessly engages in conduct which creates a substantial risk of physical injury to such other person or a third person and thereby causes such injury.

Hazing in the first degree is a Class A Misdemeanor.

(Carries a potential penalty of a fine up to \$1,000, one year in jail, or both.)

Hazing Facts – *The Law*

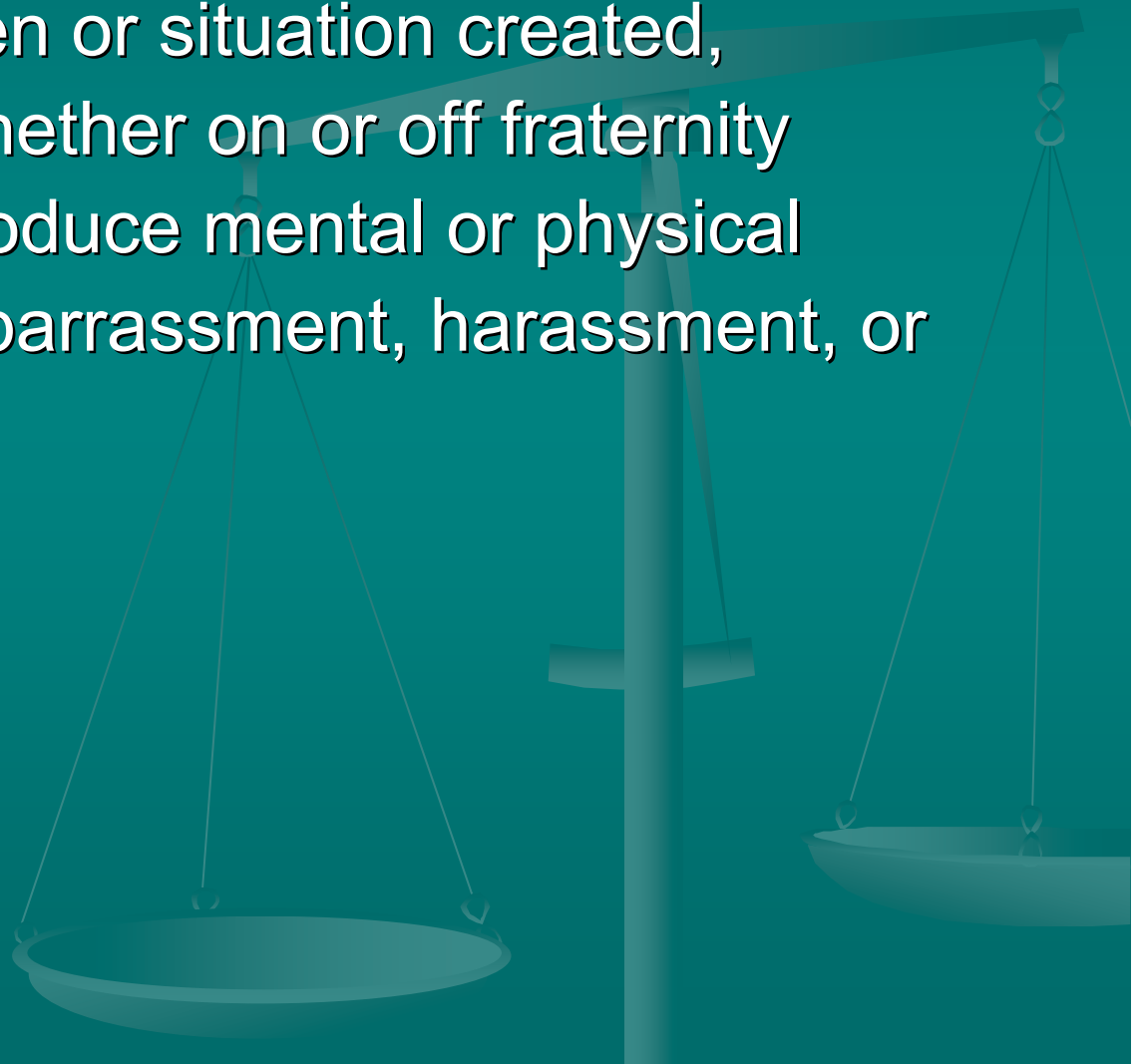
- New York State Penal Law
§ 120.17. Hazing in the second degree

A person is guilty of hazing in the second degree when, in the course of another person's initiation or affiliation with any organization, he intentionally or recklessly engages in conduct which creates a substantial risk of physical injury to such other person or a third person.

Hazing in the second degree is a violation.

Hazing Facts – *FIPG Definition*

“Any action taken or situation created, intentionally, whether on or off fraternity premises, to produce mental or physical discomfort, embarrassment, harassment, or ridicule...”



Hazing Facts – *FIPG Definition*

“Such activities may include but are not limited to the following:

- Use of alcohol;
- Paddling in any form; creation of excessive fatigue; physical and psychological shocks;
- Quests, treasure hunts, scavenger hunts, road trips or any other such activities carried on outside or inside of the confines of the chapter house;
- Wearing of public apparel which is conspicuous and not normally in good taste;
- Engaging in public stunts and buffoonery;
- Morally degrading or humiliating games and activities; and
- Any other activities which are not consistent with fraternal law, ritual, or policy or the regulations and policies of the educational institution.”

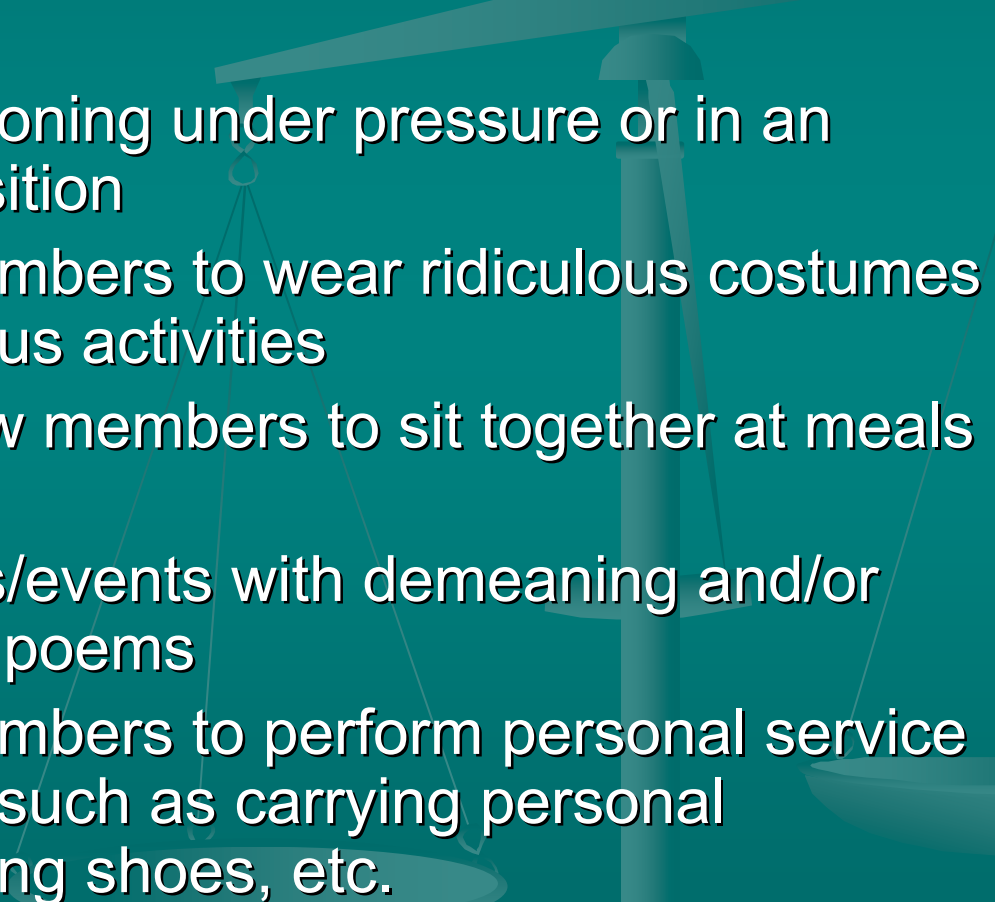
Examples of Hazing

■ SUBTLE HAZING

- Never doing anything with the new members (isolation)
- Calling new members by demeaning names
- Silence periods for new members
- Any form of demerits
- Requiring new members to call members Mr., Miss, etc.
- Scavenger hunts for meaningless objects
- Menial duties, if only assigned to new members
- Requiring new members to carry playbook or equipment everywhere for arbitrary reasons
- Scaring new members with what may happen at initiation
- Deprivation of privileges

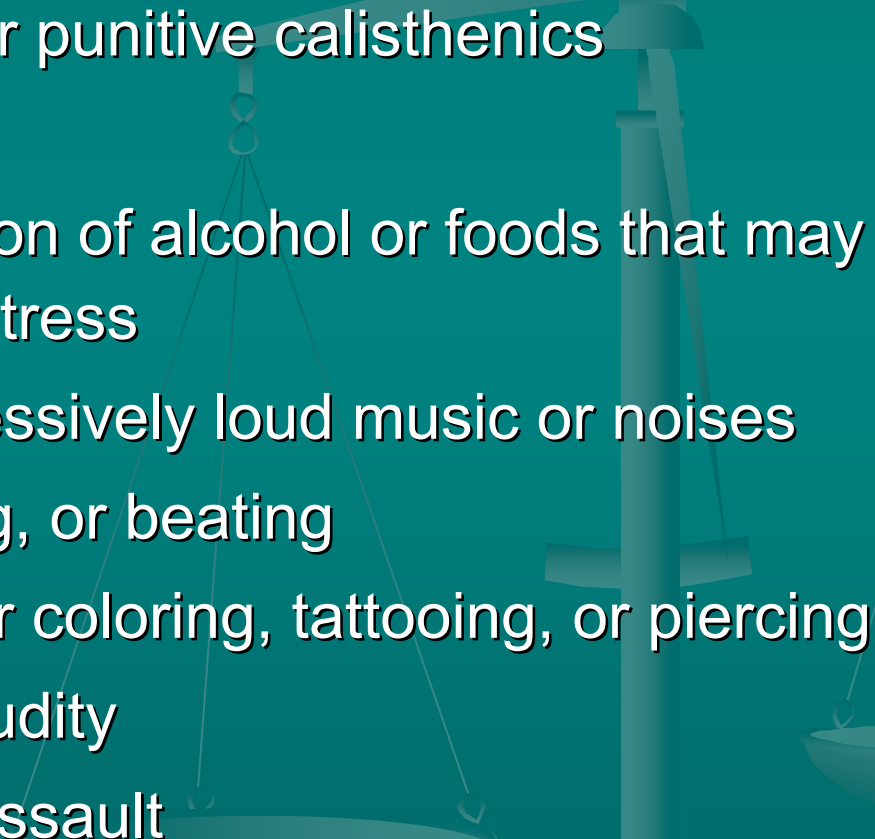
Examples of Hazing

■ HARRASSMENT HAZING

- Verbal abuse
 - Any form of questioning under pressure or in an uncomfortable position
 - Requiring new members to wear ridiculous costumes or perform ridiculous activities
 - Requiring only new members to sit together at meals or on bus trips
 - Stunt or skit nights/events with demeaning and/or crude skits and/or poems
 - Requiring new members to perform personal service to team members such as carrying personal equipment, polishing shoes, etc.
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Examples of Hazing

■ PHYSICAL HAZING

- Pushups and other punitive calisthenics
 - Sleep deprivation
 - Forced consumption of alcohol or foods that may cause physical distress
 - Subjection to excessively loud music or noises
 - Paddling, branding, or beating
 - Head shaving, hair coloring, tattooing, or piercing
 - Nudity or partial nudity
 - Sexual abuse or assault
- 

Hazing Myths and Facts

- Myth #1: *Hazing is a problem for fraternities and sororities primarily.*
- Fact: Hazing is a societal problem. Hazing incidents have been frequently documented in the military, athletic teams, marching bands, religious cults, professional schools, and other types of club and/or, organizations. Reports of hazing activities in high schools are on the rise.

Hazing Myths and Facts

- Myth #2: *Hazing is no more than foolish pranks that sometimes go awry.*
- Fact: Hazing is an act of power and control over others – It is victimization and marginalization at its worst. Hazing is pre-meditated and NOT accidental. Hazing is abusive, degrading, and often life-threatening.

Hazing Myths and Facts

- **Myth #3:** *As long as there's no malicious intent, a little hazing should be O.K.*
- **Fact:** Even if there's no malicious “intent” safety may still be a factor in traditional hazing activities that are considered to be “all in good fun.” For example, serious accidents have occurred during scavenger hunts and kidnapping trips.

Hazing Myths and Facts

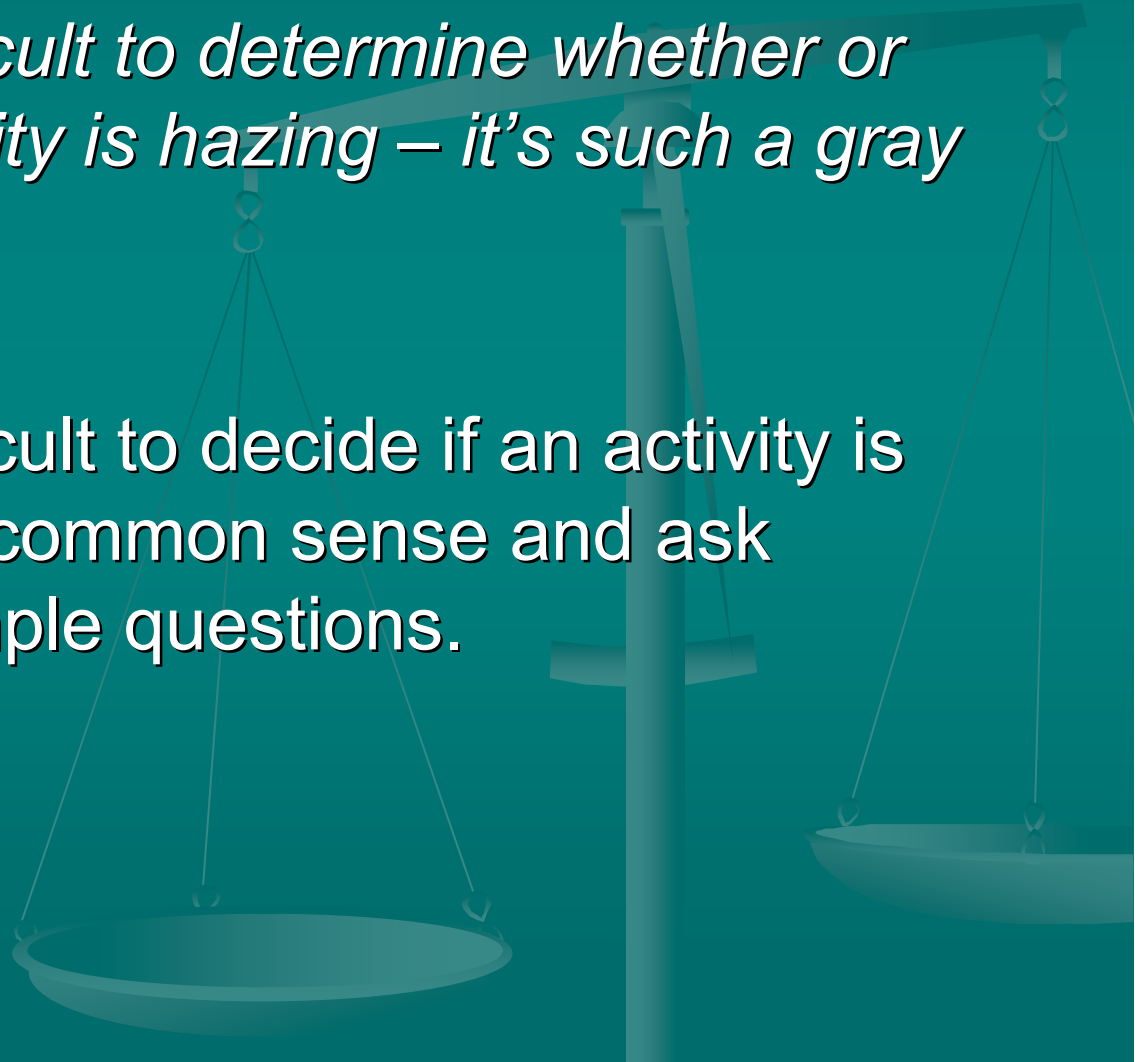
- Myth #4: *Hazing is an effective way to teach respect and develop discipline.*
- Fact: Respect must be EARNED – not taught. Victims of hazing rarely report having respect for those who have hazed them. Just like other forms of victimization and marginalization, hazing breeds mistrust, apathy, and alienation.

Hazing Myths and Facts

- **Myth #5:** *If someone agrees to participate in an activity, it can't be considered hazing.*
- **Fact:** In states that have laws against hazing, consent of the victim cannot be used as a defense in a civil suit. This is because even if someone agrees to participate in a potentially hazardous action, it may not be true consent when considering the peer pressure and desire to belong to the group.

Hazing Myths and Facts

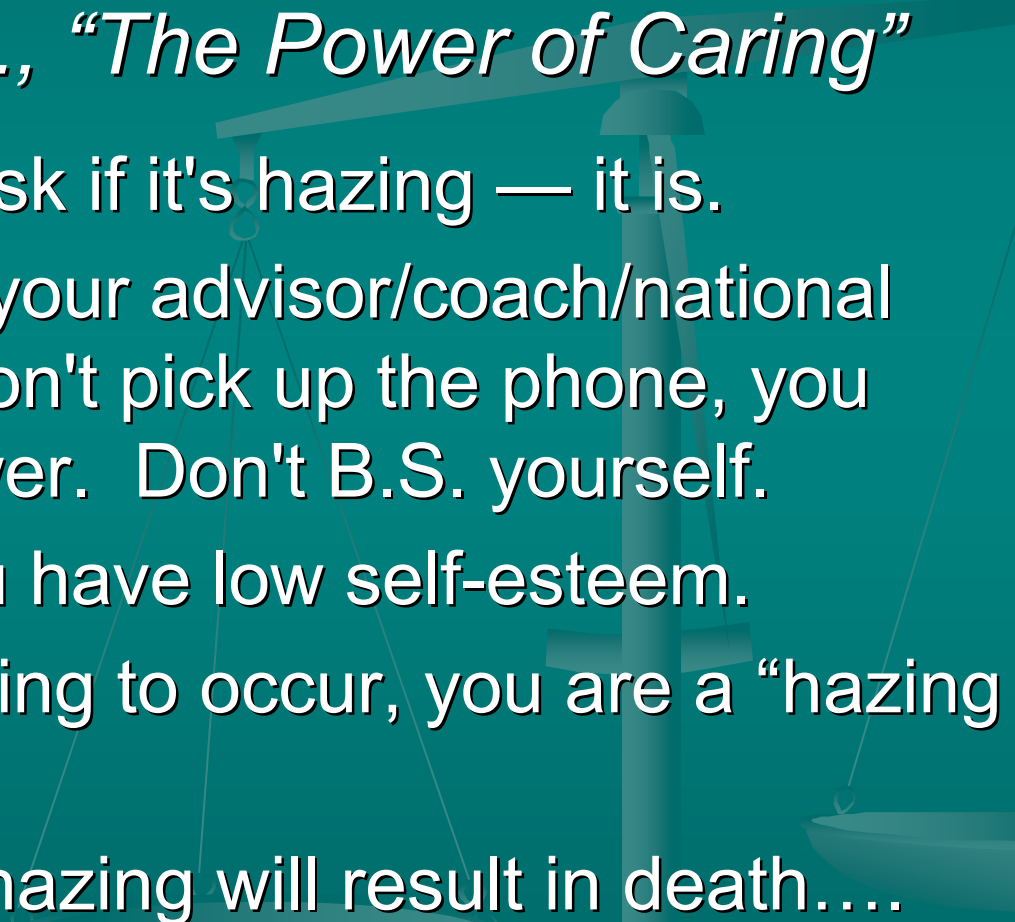
- **Myth #6:** *It's difficult to determine whether or not a certain activity is hazing – it's such a gray area sometimes.*
- **Fact:** It's not difficult to decide if an activity is hazing if you use common sense and ask yourself some simple questions.



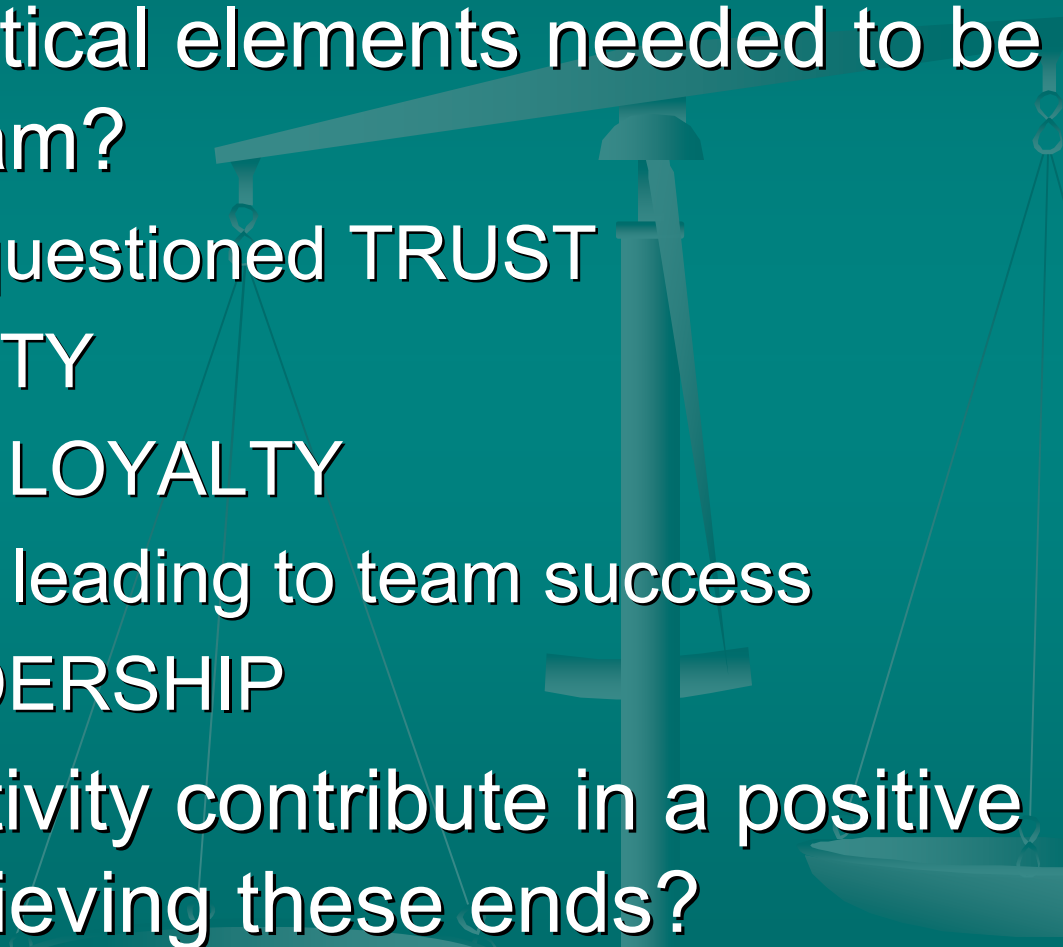
Questions to Ask Yourself

- Is alcohol involved?
- Will active/current members of the group refuse to participate with the new members and do exactly what they're being asked to do?
- Does the activity risk emotional or physical abuse?
- Is there risk of injury or a question of safety?
- Do you have any reservation describing the activity to your parents, a professor, or a University official?
- Would you object to the activity being photographed for the school newspaper, filmed by the local TV news crew, or posted on the web?

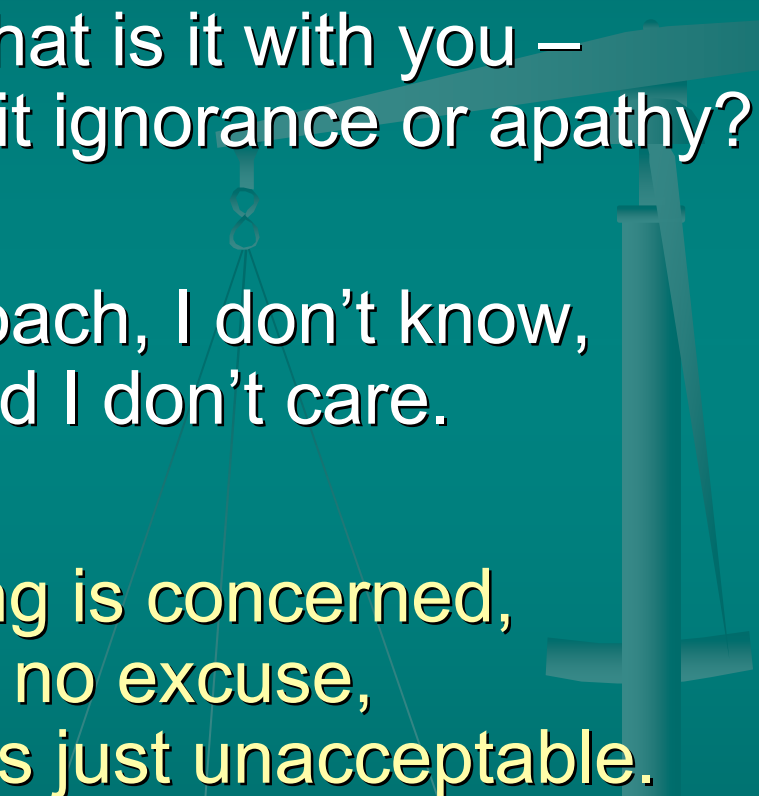
Some Tougher Questions

- *Will Keim, Ph.D., “The Power of Caring”*
 - If you have to ask if it's hazing — it is.
 - If in doubt, call your advisor/coach/national office. If you won't pick up the phone, you have your answer. Don't B.S. yourself.
 - If you haze, you have low self-esteem.
 - If you allow hazing to occur, you are a “hazing enabler.”
 - Failure to stop hazing will result in death....
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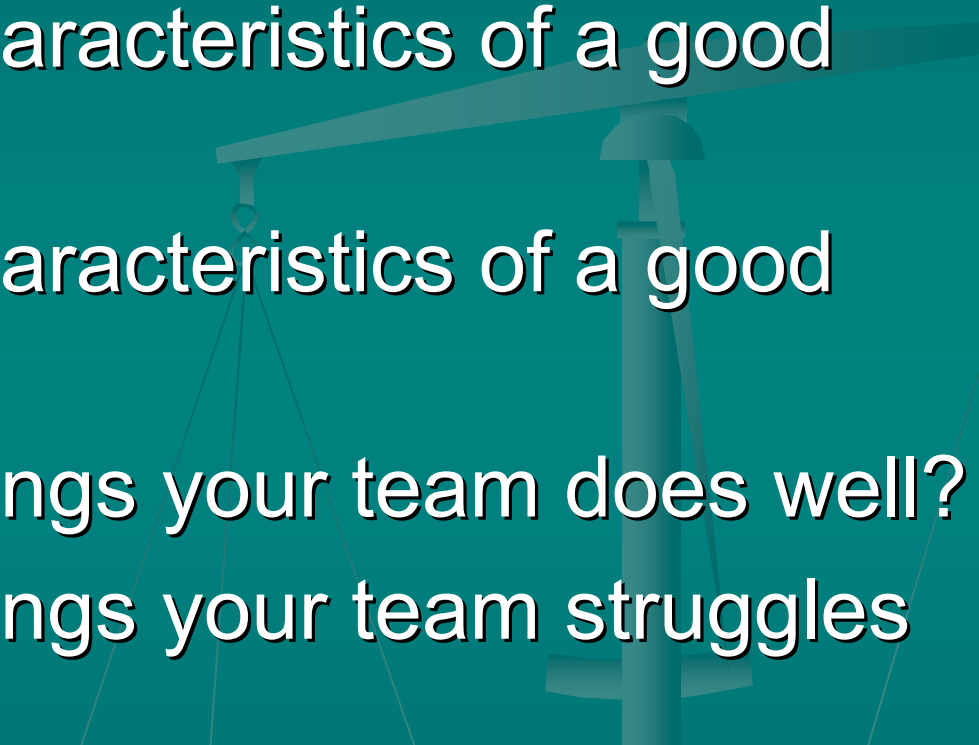
Questions from a Team Building Perspective

- What are the critical elements needed to be a successful team?
 - Implicit and unquestioned TRUST
 - RESPONSIBILITY
 - HONESTY and LOYALTY
 - Individual RISK leading to team success
 - SHARED LEADERSHIP
 - How will this activity contribute in a positive way toward achieving these ends?
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There Are No Excuses

- **Coach:** What is it with you – Is it ignorance or apathy?
 - **Player:** Coach, I don't know, and I don't care.
 - Where hazing is concerned, ignorance is no excuse, and apathy is just unacceptable.
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Building a Better Team

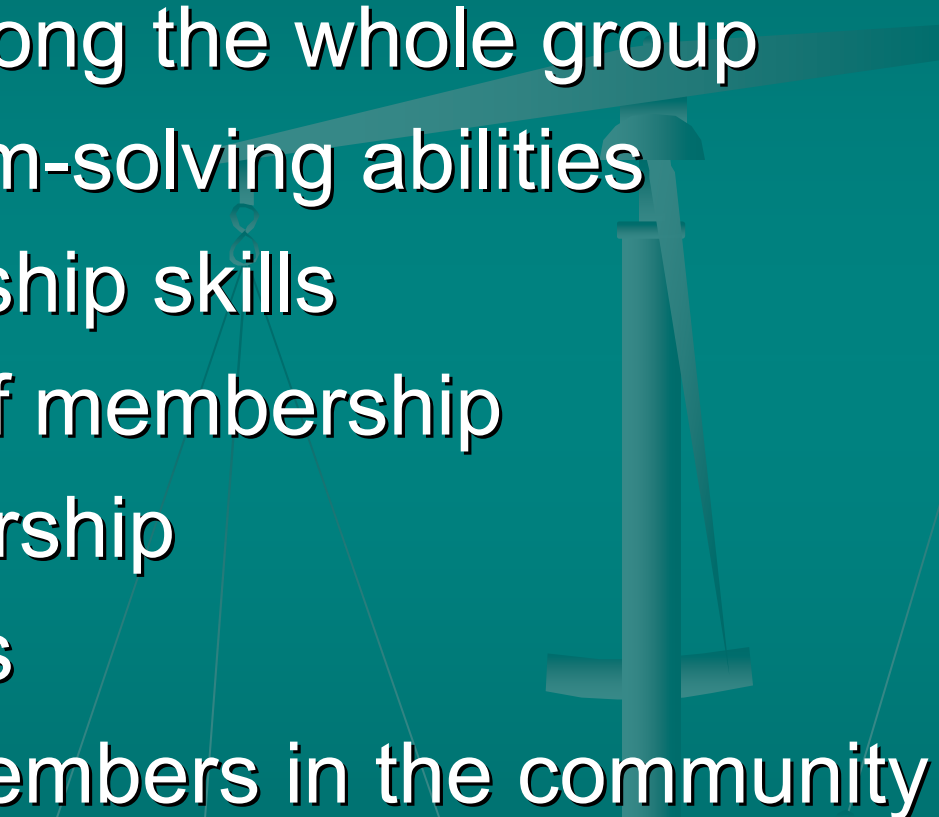
- What are the characteristics of a good team?
 - What are the characteristics of a good member?
 - What are the things your team does well?
 - What are the things your team struggles with?
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Characteristics and Challenges

Good Team <ol style="list-style-type: none">1.2.3.	Good Member <ol style="list-style-type: none">1.2.3.
Things We Do Well <ol style="list-style-type: none">1.2.3.	Where We Struggle <ol style="list-style-type: none">1.2.3.

- What role can team activities play in addressing these challenges?

Some Suggestions on Team Development

- Foster unity among the whole group
 - Develop problem-solving abilities
 - Develop leadership skills
 - Instill a sense of membership
 - Promote scholarship
 - Aid career goals
 - Involve team members in the community
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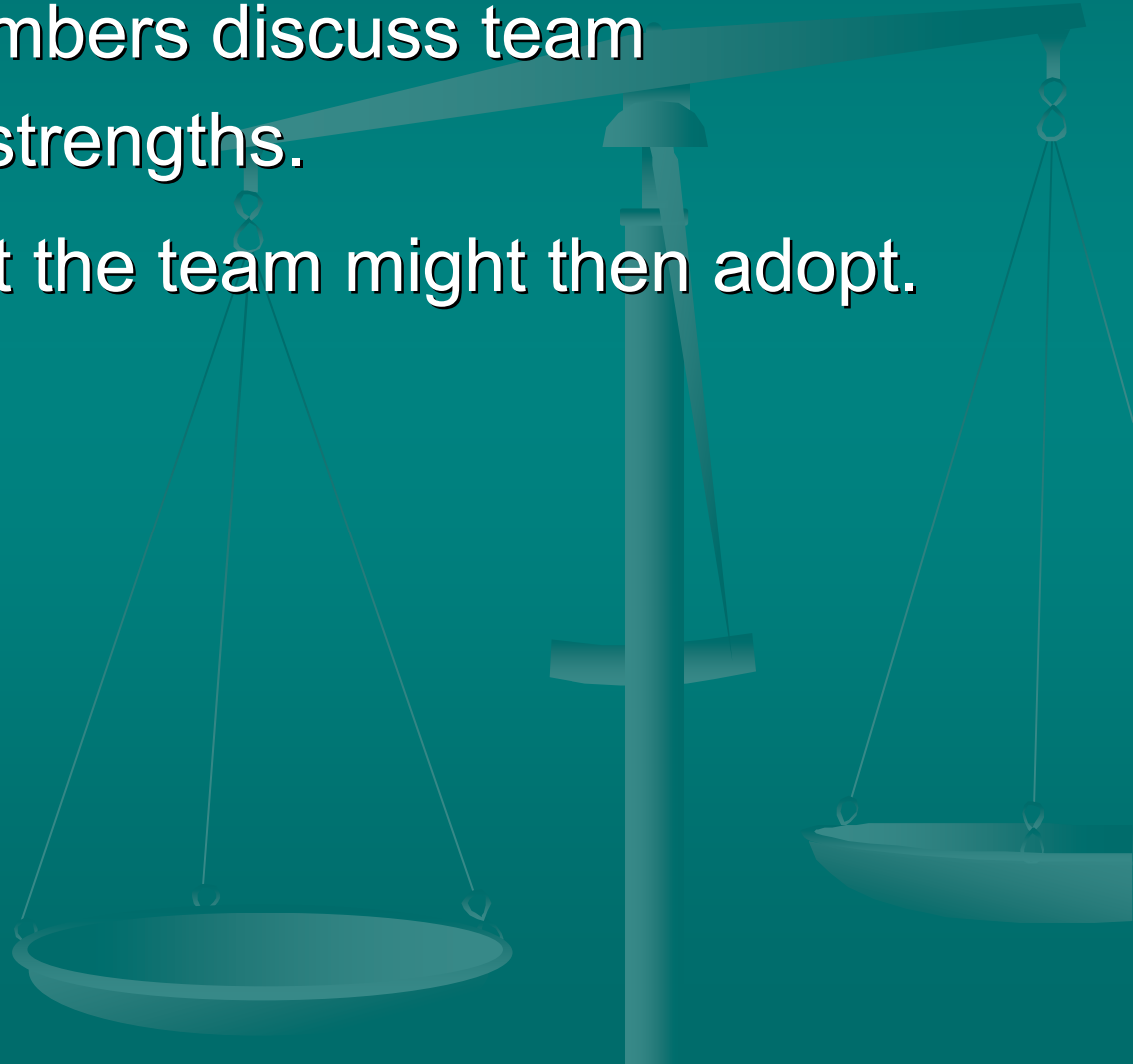
Foster Unity

Among the Whole Team

- Have the members of your team work together on a community service project.
- Visit a ropes course to work on group cohesiveness, communication and leadership skills.
- Work together on a locker room improvement project.
- Work together to plan a social or athletic event with another group.

Develop Problem-Solving Abilities

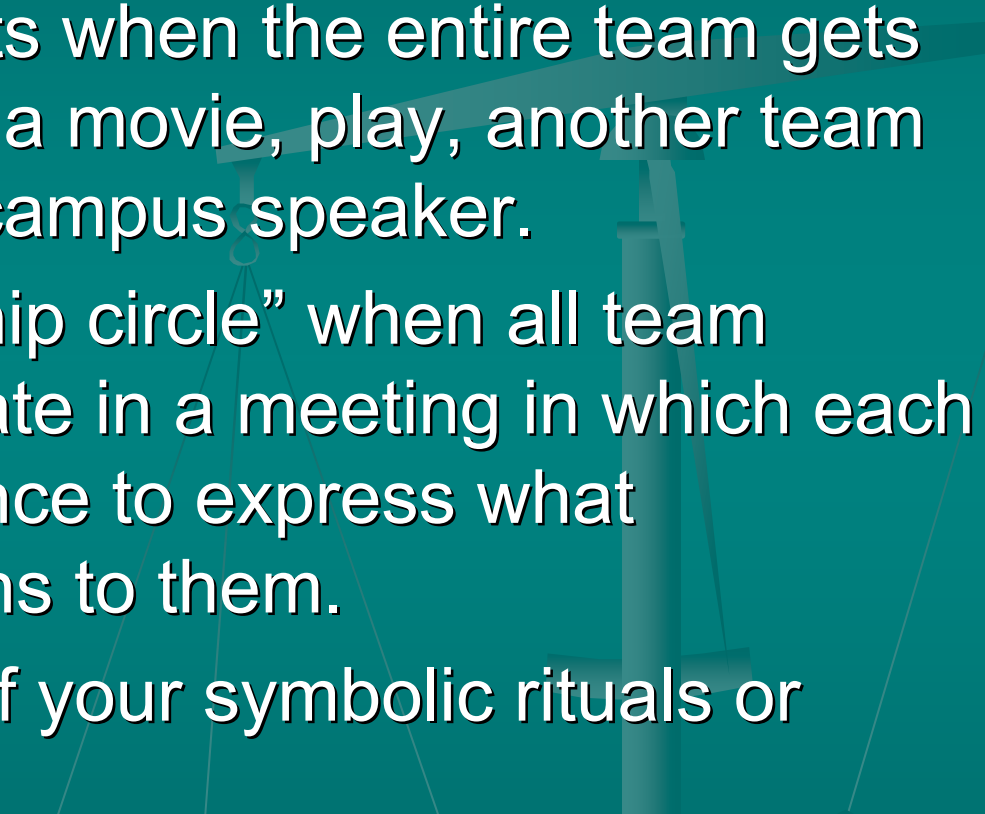
- Have all team members discuss team weaknesses and strengths.
- Plan solutions that the team might then adopt.



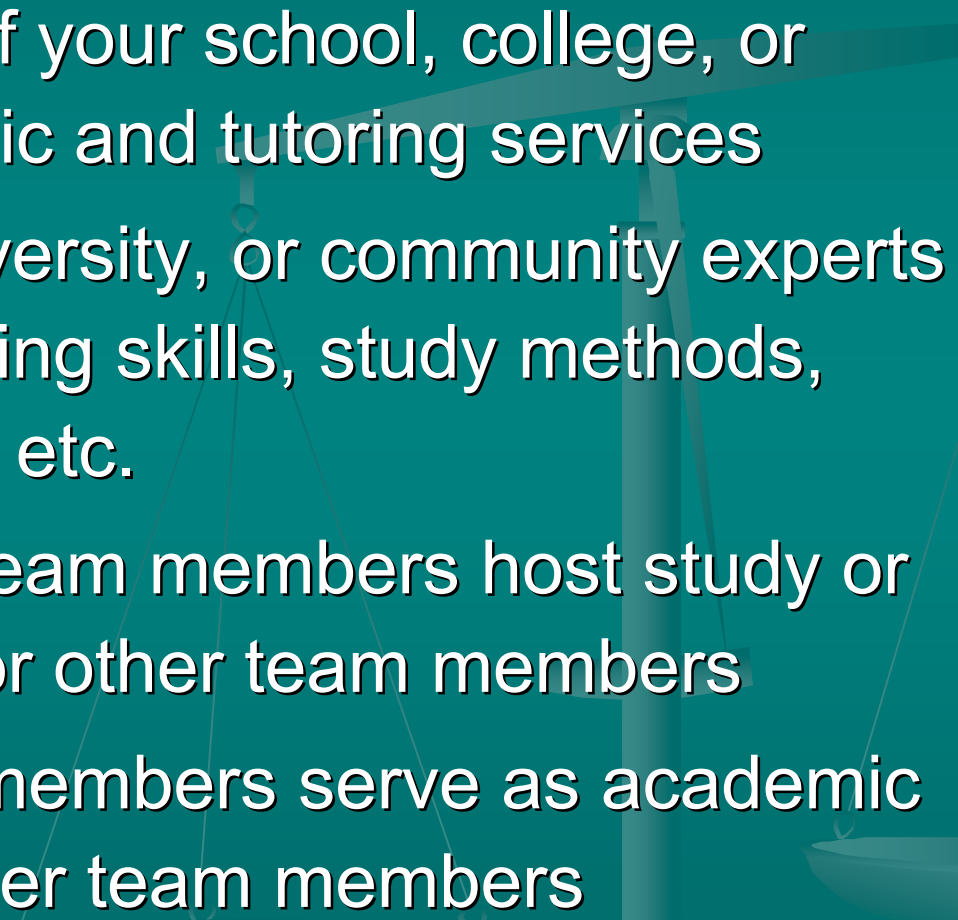
Develop Leadership Skills

- Encourage participation in school/campus activities outside of the team.
- Encourage new members to assume a role of shared leadership.
- Develop a peer mentor program within your group for leadership roles.
- Invite school, alumni, community, or business leaders to meet with the team to share their experiences.

Instill A Sense Of Membership

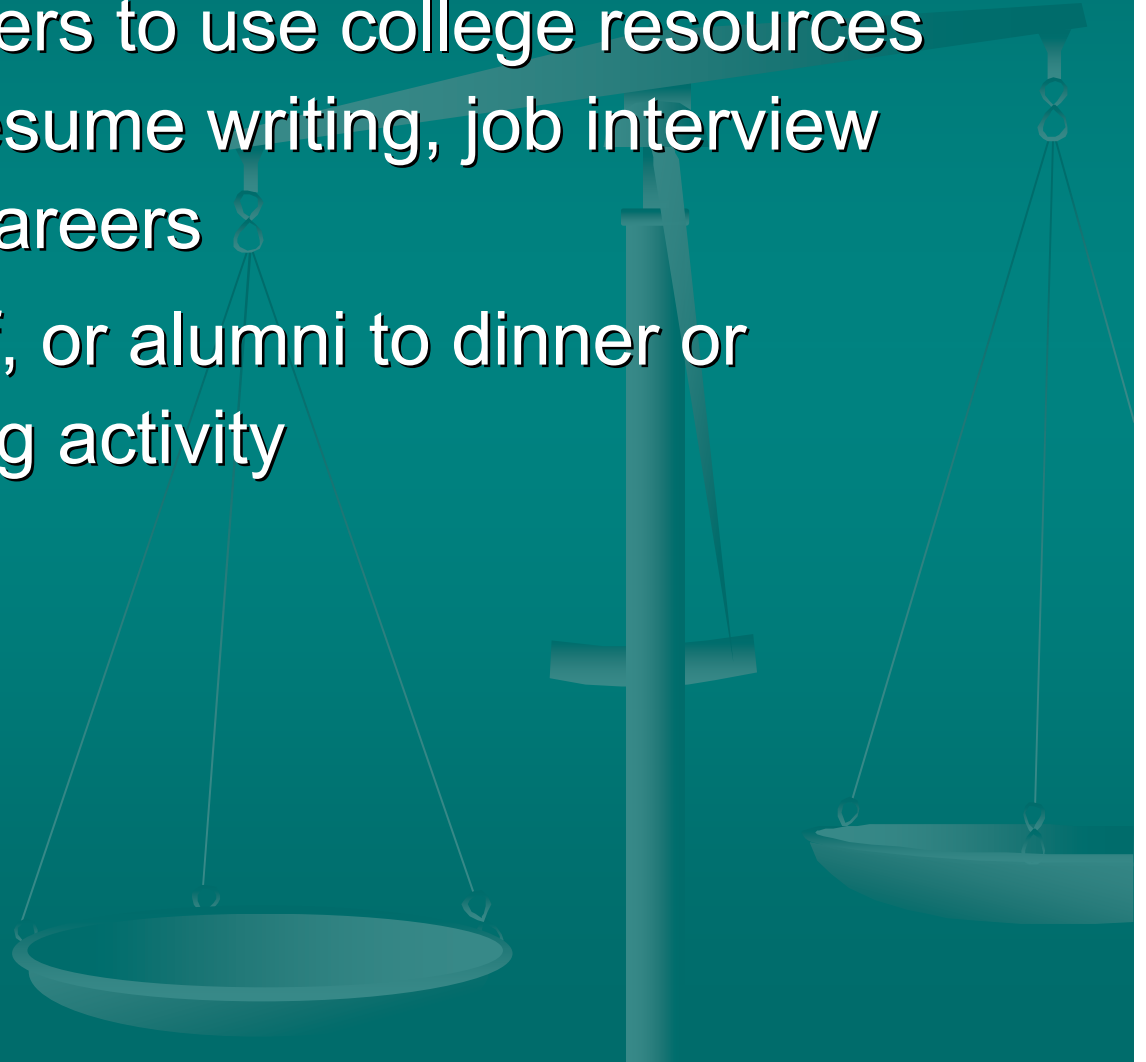
- Plan special events when the entire team gets together to attend a movie, play, another team athletic event, or campus speaker.
 - Plan a “membership circle” when all team members participate in a meeting in which each person has a chance to express what membership means to them.
 - Take advantage of your symbolic rituals or traditions.
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Promote Scholarship

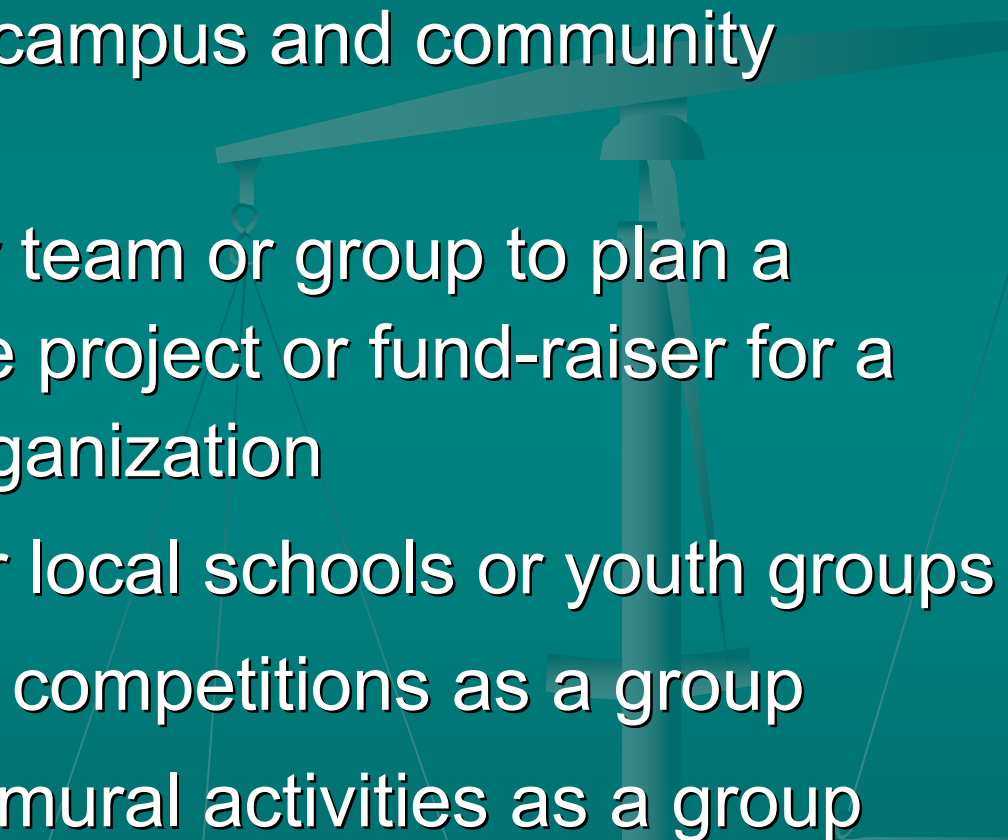
- Take advantage of your school, college, or university academic and tutoring services
 - Invite college, university, or community experts to discuss test-taking skills, study methods, time management etc.
 - Have successful team members host study or review sessions for other team members
 - Have older team members serve as academic mentors for younger team members
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Aid Career Goals

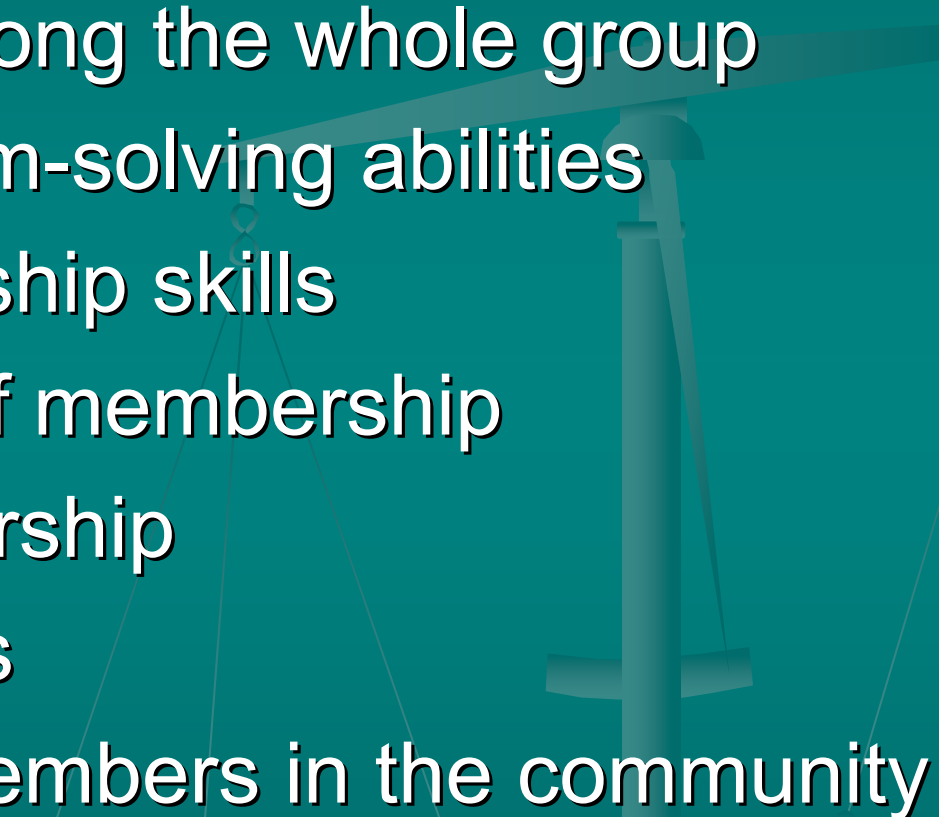
- Encourage members to use college resources for seminars on resume writing, job interview skills, or various careers
- Invite faculty, staff, or alumni to dinner or another networking activity



Involve Members In The Community

- Get involved with campus and community service projects
 - Work with another team or group to plan a community service project or fund-raiser for a local charitable organization
 - Conduct clinics for local schools or youth groups
 - Attend other team competitions as a group
 - Participate in intramural activities as a group
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Some Suggestions on Membership Development

- Foster unity among the whole group
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The Challenge

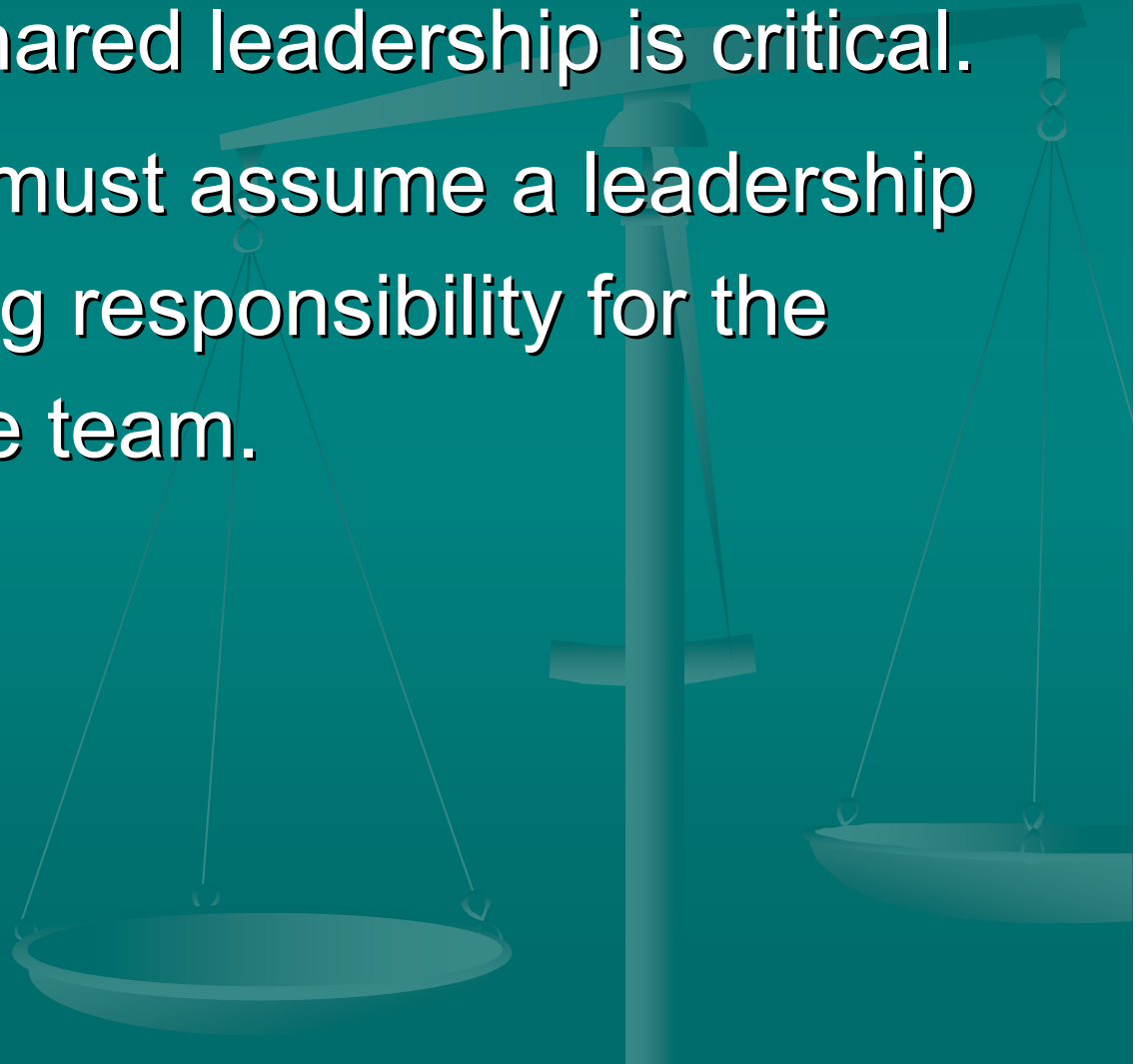
- “A man of character finds a special attractiveness in difficulty, since it is only by coming to grips with difficulty that he can realize his potentialities.”

Charles De Gaulle

- Which “difficulties” will provide the greater sense of accomplishment and self-worth?
 - The trivial difficulties of hazing, or
 - The genuine difficulties of making an organization run effectively.

Responsibilities of Members

- The notion of shared leadership is critical.
- Every member must assume a leadership role by accepting responsibility for the well-being of the team.



Responsibilities of Leaders

- A Spirit of Service
- Personal Integrity
- Encouragement
- PERSISTANCE



Resources

- Each other
 - Other teams and groups on campus
 - Campus advisors, coaches, staff, and faculty
 - Parents, family, and alumni
 - Websites like www.StopHazing.org
 - Authors
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Questions and Discussion

