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# Spring 2007 New Member Educators Workshop

**Combined from:**

Spring 2006 Tulane University Risk Management Alcohol  
Moratorium Compliance

Spring 2007 Greek New Member Orientation

University of New Mexico Subtle Hazing Presentation  
By Thomas B. Jelke, Ph.D.  
September 24, 2005

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## What is hazing?

- No chapter, colony, student or alumnus shall conduct nor condone hazing activities. Hazing activities are defined as: Any action taken or situation created, intentionally, whether on or off fraternity premises, to produce mental or physical discomfort, embarrassment, harassment, or ridicule.
- EDUCATION should be goal

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# Tulane's definition of hazing

From the Code of Student Conduct:

“Hazing: defined as behavior that endangers the mental or physical health of a student as a condition for initial or continued affiliation with any group regardless of either the lack of intent to endanger the student or the student's own willingness to participate.”

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## Trends in Hazing

- More psychological/emotional hazing
- Use of alcohol
- More activities at remote locations
- New members less willing to put up with hazing practices
- Demeaning, belittling activities

## TULANE TRENDS

- Forced Alcohol Consumption (Keg Kills, Finish the Fifth Races etc.)
- Forced Behaviors/Acts- Lap Dances, Walking Backwards, Dressing Up
- Wearing of conspicuous clothing or not allowed to change
- Collecting Cell Phones, ID's, Keys
- Forced Conformity of Dress or Appearance

# TULANE TRENDS

- Students Less Wiling to Participate
- Confiding in Administrators and Professors of practices
- Inform parents of incidents and breech of deadline
- Incidents occurring in residence halls and on campus

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## What are some “common” hazing practices?

- Forced road trips or kidnaps
- All-night work or study sessions
- Any form of forced physical activities or exercise
- Pledged new member shows
- Humiliation
- Line ups
- Carrying or wearing objects designed to make one look foolish
- Use of ice, water, fire, or food in manner not consistent with proper use
- Personal errands

# Hazing Myths

- **Myth:** New members want to be hazed.
- **Reality:** “Wanting” to be hazed usually means desiring an intense, challenging experience. It is not necessary to haze new members in order to challenge them. Also, It is still hazing, even if they concede to be hazed.

# Hazing Myths

- **Myth:** Hazing only “a little bit” is not really that bad.
- **Reality:** While there are more and less severe forms of hazing, even low level hazing crosses the line. Even a “little” hazing can have an unintended negative impact on new members and a chapter.
- **Myth:** Hazing builds unity among new members.
- **Reality:** Hazing may create unity among new members, but often there are costs as well that outweigh any benefits

# Hazing Myths

- **Myth:** Hazing is a way to improve the attitude and character of a new member. It builds better brothers/sisters
- **Reality:** Hazing often generates anger and resentment. Plus it teaches that “values” such as deception, coercion, and intimidation are acceptable means for achieving your goals. It builds better pledges, not better members

# Hazing Myths

- **Myth:** As long as there's no malicious intent, a little hazing should be okay.
- **Reality:** 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 when members are drunk, they sometimes subject the new members to more than they originally intended.

# Hazing Myths

- **Myth:** Hazing must be okay if the military does it.
- **Reality:** The U.S. military does not, in fact, condone hazing practices. The military does engage in a unique type of training for dangerous military operations. This training is conducted by professionals to **prepare military personnel for putting their lives on the line** for their country. According to the Dept. of the Army's TRADOC Regulation 350-6: "Hazing is strictly prohibited" and is "an offense punishable under the Uniform Code of Military Justice."

- SUBTLE HAZING:

Behaviors that emphasize a power imbalance between new members and other members of the group or team. Termed “subtle hazing” because these types of hazing are often **taken-for-granted or accepted as “harmless” or meaningless**. Subtle hazing typically involves activities or attitudes that breach reasonable standards of mutual respect and place new members on the receiving end of ridicule, embarrassment, and/or humiliation tactics. New members often feel the need to endure subtle hazing to feel like part of the group or team.

## Some Examples of Subtle Hazing

- Deception
- Silence periods with implied threats for violation
- Deprivation of privileges granted to other members (Using front door)
- Requiring new members to perform duties not assigned to other members (Answering Phone, Cleaning House, etc.) **FOOD DELIVERY, CHAFEURING**
- Socially isolating new members
- Sleep Deprivation
- Line-ups and Drills/Tests on meaningless information
- Name calling
- Requiring new members to refer to other members with titles (e.g. "Mr.," "Miss") while they are identified with demeaning terms
- Expecting certain items to always be in one's possession

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- **HARASSMENT HAZING:**

- Behaviors that cause emotional anguish or physical discomfort in order to feel like part of the group. Harassment hazing confuses, frustrates, and causes undue stress for new members/rookies. (Some types of harassment hazing can also be considered subtle hazing).

## Some Examples of Harassment Hazing

- Verbal abuse
- Threats or implied threats
- Asking new members to wear embarrassing or humiliating attire
- Stunt or skit nights with degrading, crude, or humiliating acts
- Expecting new members to perform personal service to other members such as carrying books, errands, cooking, cleaning etc
- Sleep deprivation
- Sexual simulations
- Expecting new members to be deprived of maintaining a normal schedule of bodily cleanliness.
- Nudity



## Why Do We Haze?

- Create Unity
- Weed out the 'unworthy'
- Humble new members
- Tradition
- Give sense of accomplishment
- Promote discipline
- Create great memories

## More constructive practices

- Serenades
- Attending sporting events
- Sponsoring dinner at the chapter house
- Study buddies
- TV nights
- Big brother/big sister programs
- Build a crest
- Planned events for new members and other segments of the chapter
- Teambuilders



“Is it Hazing” made simple...

- If you have to ask, it's hazing.
- If in doubt, call your advisor/national office/university official/local newspaper.
- If you won't pick up the phone, you have your answer. Don't B.S. yourself.

From Will Keim, Ph.D., “The Power of Caring”

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## Ask these questions:

- Is this activity an educational experience?
- Does this activity promote and conform to the ideals and values of the fraternity?
- Will this activity increase the new members' respect for the fraternity?
- Is it an activity that pledged and initiated members participate in equally?
- Would you be willing to allow parents to witness this activity? A judge?
- Does the activity have value in and of itself?
- Would you be able to defend it in a court of law?
- Does the activity meet both the spirit and letter of the standards prohibiting hazing?