

University of Wisconsin-Green Bay Anti-Hazing Policy

While it is important to build unity and strengthen membership, hazing is an inappropriate way to do so. It is the policy of the University that hazing does not contribute to the positive development and welfare of any individual or group. University students, faculty, and staff are all a part of the Anti-Hazing Policy. The simple fact is that hazing is an antiquated view of developing a strong organization. And, in the basest form, it is illegal by state law.

The University of Wisconsin-Green Bay will not tolerate nor condone any form of hazing. Violations of this policy will be dealt with by the Office of Student Life, and then, if necessary, by the Dean of Students Office, and potentially by the State of Wisconsin.

Hazing defined:

Hazing or "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.

Hazing also includes 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. Hazing is a process that involves harassment, with or without consent. Hazing can occur within any group. Hazing results include but are not limited to, excessive physical fatigue, embarrassment, humiliation, and mental or physical injury. Engaging in any hazing activity on or off campus is enforceable in terms of University sanctions. It is the responsibility of victims, participants or witnesses of a potential hazing incident to report the activity.

Wisconsin Statute 948.51:

Wisconsin Statute 948.51 prohibits any form of hazing. The statute says:

948.51 Hazing. (1) 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. (2) 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. (3) Whoever violates sub. (2) is guilty of: (a) A Class A misdemeanor if the act results in or is likely to result in bodily harm to another. (b) A Class E felony if the act results in great bodily harm or death to another.

Reporting an Incident:

If you have been hazed, have witnessed hazing, or suspect that someone you know has been hazed, you can report your observations confidentially by phone to university officials in the Office of Student Life. UWGB's ability to investigate reports and enforce the university policy depends on the accuracy and specificity of the information provided. You are encouraged to provide as much specific detail as possible so that appropriate action can be taken to address the reported behavior.

For assistance with reporting, please contact:
Office of Student Life
UU 150
920-465-2720

Is it Hazing?

"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. (taken from StopHazing.org)

Additionally, hazing may be reflected in any act that is required of new members in order for them to gain admittance to an organization that is not required of the current membership. This may include, but is not limited to, the following behaviors:

- Paddling in any form
- Sleep deprivation
- Physical and psychological shocks
- Publicly wearing apparel which is not normally in good taste
- Engaging in public stunts or other activities which may be harmful to the image of the university and the organization
- Morally degrading or humiliating activities, including eating and swallowing of any food or beverage or any activity that might violate any local, state, or federal law
- Late work sessions which interfere with scholastic activities
- Any other activities which are not consistent with the organization's by-laws, ritual, or policy or the regulations and policies of the university.
- Requiring new members to perform tasks that other members do not need to do (baking cookies, going on scavenger hunts for items not related to the organization, etc.)
- Expecting certain items to always be in a new member's possession
- Requiring new members to address current members with certain titles
- Verbally abusing new members
- Expecting new members to do personal chores for current members
- Performing sexual simulations in front of others
- Forced use of alcohol or other drugs
- Water intoxication
- Public nudity
- Asking new members to engage in illegal activities
- Undue exposure to weather elements

While organizations may indicate that participation is optional, the university (and the legal system) would consider any participation ("voluntary" or involuntary) as coerced.

Hazing is a form of peer pressure. Regardless of opportunities to not participate, new members may still feel obligated to participate in an activity.

Hazing Checklist

Make the following inquiries of each organization activity to determine whether or not it is hazing.

If the answer to any of these questions is "yes," the activity is probably hazing:

- Is alcohol involved?
- Will active/current members of the group refuse to participate with the new members of the group? (Even if they agree to participate, it COULD still be hazing!)
- Is there risk of injury or a question of safety?
- Do you have any reservations describing the activity to your parents, to a respected professor, or a University official?
- Would you object to the activity being photographed for the school newspaper or filmed by the local TV news crew?
- Is the organization's advisor unsupportive of the activity?
- Would you be unwilling to go to court to defend the merit of this activity?
- Would you be unwilling to share a written description of this activity for other organizations like yours to use?
- Does the activity represent your organization and UWGB in a negative light?
- Would the behavior/activity be inappropriate in a community volunteer group?
- Would an employer refuse to utilize this activity as a means to build team unity?
- Would you not want to list your participation in this activity on a resume?

Ask Yourself:

- Are the tasks required of participants directly related to the mission of your organization?
- Is there a "hell week" or similar event within your organization?
- Is your national office or the Office of Student Life supportive of the activity?
- Is the activity supposed to be kept a secret?

Often times, hazing rituals/traditions are passed on from one student generation to the next. Consider using the "Is it hazing?" checklist above for each of your group's tradition-based activities.

Still not sure? Set up a confidential meeting through the Office of Student Life to determine the status of your event.

Alternatives to Hazing : Creating Good Members

Ways to create good members without hazing:

- Participate in a ropes course.
- Teambuilding activities (there are hundreds of these activities that you can use).
- Participate in and/or plan a community service project.
- Host a new member surprise party hosted by members.
- Invite a faculty advisor to lunch with new members.
- Arts and Crafts for a Cause.
- Dinner and a Movie.
- Shadow an officer and assist in the planning of a program/event.
- Plan a fundraiser to pay for initiation fees.
- Plan and present a speaker on a health/wellness topic.
- Require active membership in at least one organization outside the group.
- Host a Family Weekend event.
- Ask a faculty member discuss ethical decision making.
- Ask a campus health educator to do a presentation on eating disorders, substance abuse or depression.
- Discuss risk management and liability with the university risk manager.
- Brainstorm ways to improve scholarship (other than study hours).
- Attend theatrical production or athletic event of a new member choosing.
- Ask the library to give a lecture on effective research methods.
- Attend a program another organization is sponsoring.
- Have a discussion about membership standards and expectations.
- Have a chapter goal-setting retreat.
- Attend a campus leadership conference or workshop.
- Deconstruct past hazing activities to determine intent and brainstorm alternatives.
- Develop a faculty advisor appreciation gesture.
- Give highest new member GPA recipient a plaque or \$25 gift certificate to nice restaurant.
- Allow new members time for themselves to do and be what they want. Don't monopolize their time.
- Invite a campus fitness specialist or dietician to discuss dietary fads-pros and cons.
- Have lunch together once a week in a dining hall with the entire organization.
- Invite your faculty advisor to new member meetings.
- Attend an athletic event together.

Additional Resources

There are lots of resources available to assist you as you learn more about hazing. Here are just a few:

STOP HAZING.ORG: www.stophazing.org

HAZING PREVENTION.ORG: www.hazingprevention.org

INSIDE HAZING: www.insidehazing.com

THE GORDIE FOUNDATION: www.gordie.org