



**ARKANSAS TECH**  
UNIVERSITY

**HAZING**  
**PREVENTION**  
**GUIDE**

# Introduction

Arkansas Tech University is dedicated to promoting a safe and healthy campus environment for students, faculty, staff, and visitors. Hazing activities are counterproductive to this effort. Therefore, Arkansas Tech University has a zero tolerance policy for the practice of hazing activities by any member of the university community.

Members of the university community involved in, encouraging, aiding, and/or assisting in hazing or hazing related activities are subject to disciplinary action and reporting of involvement to local police. Failure to report known hazing incidents to a university official or to local police may result in disciplinary action.

This policy applies to faculty, staff, students, Registered Student Organizations, official university groups, alumni, visitors, vendors, and invitees on campus.

# Content

## Section 1: Educate

|  |   |
|--|---|
| <b>Hazing Definitions</b>                        | 2 |
| <b>Arkansas Tech University Policy on Hazing</b> | 3 |
| <b>Arkansas State Law</b>                        | 5 |
| <b>Myth vs. Reality</b>                          | 6 |
| <b>Is it Hazing</b>                              | 7 |
| <b>Types of Hazing</b>                           | 7 |
| <b>Hazing Scenarios</b>                          | 8 |

## Section 2: Eliminate

|                                       |    |
|---------------------------------------|----|
| <b>Responsibility</b>                 | 12 |
| <b>The Fear Factor</b>                | 12 |
| <b>Contacting Counseling Services</b> | 13 |
| <b>Reporting Hazing</b>               | 13 |
| <b>Bonding Without Hazing</b>         | 14 |

## Section 3: Elevate


|  |    |
|--|----|
| <b>What the New Member Experience Should Look Like</b>     | 15 |
| <b>What the New Member Experience Should Not Look Like</b> | 16 |
| <b>Additional Resources</b>                                | 16 |
| <b>Arkansas State Law</b>                                  | 17 |




# Educate

## HAZING DEFINITIONS

1. Hazing can generally be defined as any action or situation created by a member of the university community against another member of the university community that is negligent or reckless in nature, humiliating, degrading, endangers an individual, or unreasonably interferes with scholastic or employment activities. This action or situation may or may not be initiated for the sole purpose of affiliation or required as a condition or retention of membership into a group or organization. Actions and situations that may constitute hazing could include, but are not limited to, the following:

- Requiring the consumption of excessive amounts of alcohol or participation in drinking games
  - Forcing others to sing, wear apparel which causes indecent exposure or would not be reasonable, or perform other embarrassing acts in public or private settings
  - Deprivation of sleep or food for an extended period of time or the creation of unnecessary fatigue
  - Compelling someone to engage in or watch sexual acts with others
  - Requiring periods of silence
  - Conducting any type of “hell week” activities
  - Requiring the carrying of items such as manuals, paddles, etc.
  - Requiring calisthenics such as sit-ups, push-ups, etc.
  - Forcing or coercing someone to consume foods, drinks, alcohol, or drugs
  - Completing tasks in order to obtain signatures
  - Phone duty
  - Paddling or striking in any manner
  - Marking or branding
  - Physical and mental harassment, including pushing, cursing, or yelling
  - Staging any form of a “line-up”
  - Preventing or restricting class or other activity attendance
  - Preventing personal hygiene
  - Unreasonable exposure to the weather
  - Keeping the date of initiation or formal affiliation into the group a secret
  - Work parties or clean-up for new members only
  - Scavenger or treasure hunts
  - Blindfolding
  - Personal servitude
  - Kidnapping or abandonment
  - Expectation of participation in activities that are illegal or in violation of university policy
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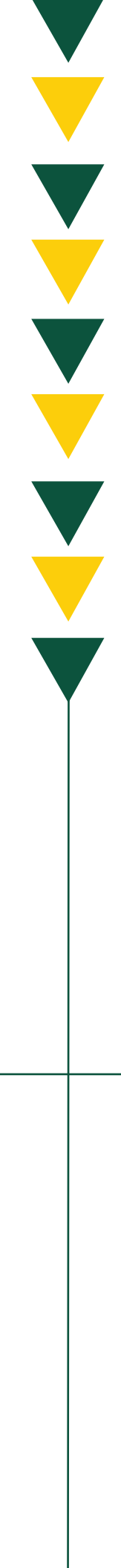
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2. Hazing may occur regardless of the individual's willingness to participate in the activity or be found present in a situation.
  3. Members of the university community include faculty, staff, students, Registered Student Organizations, official university groups, alumni, visitors, vendors, and invitees on campus.
  4. A Registered Student Organization is defined as individual students and student groups who meet the general requirements and have completed the registration procedures as outlined in the Student Handbook. Official university groups are defined as a number of persons who are associated with the university and each other, but who have not registered, or are not required to register as a Registered Student Organization, i.e. athletic teams, musical or theatrical ensembles, band, choir, cheerleaders, dance team, academic or administrative units, etc.
  5. A university official for the purposes of reporting hazing activity includes the following:
    - Amy N. Pennington, Associate Vice President for Student Affairs/Dean of Students & Title IX Coordinator, [apennington@atu.edu](mailto:apennington@atu.edu), 479-968-0407
    - Chelsea Neal, Associate Dean of Campus Life and Student Union, [cneal14@atu.edu](mailto:cneal14@atu.edu), 479-968-0267
    - Joshua McMillian, Chief of Public Safety, [jmcmillian1@atu.edu](mailto:jmcmillian1@atu.edu), 479-968-0222
    - Kevin Solomon, Dean of Student Engagement, [ksolomon@atu.edu](mailto:ksolomon@atu.edu), 479-356-2157
    - Abby Davis, Athletic Director, [adavis@atu.edu](mailto:adavis@atu.edu), 479-356-2033
  6. This policy applies to behavior that occurs on the university property. It may also apply to off-campus behavior if the activity is sponsored, conducted, authorized, or recognized by the university, a Registered Student Organization, or an official university group. For additional information regarding when a Registered Student Organization can generally be held responsible for violations of the Student Code of Conduct, please see Article III, Section B, 1 in the Student Handbook.

# Arkansas Tech University



## OFFICIAL POLICY ON HAZING

1. Hazing in any form is prohibited.
2. The following reasons are not valid defenses for hazing activities:
  - The express or implied consent of the individual was obtained;
  - The conduct or activity was not part of an official organizational or group event or was not otherwise sanctioned or approved by the organization or group; or
  - The conduct or activity was not a condition of membership or affiliation with the organization or group.
3. Any faculty, staff, or student of the university community with knowledge or suspicion of hazing is expected to report the activity to university officials or the local police. If there is a threat of immediate danger, call 911. Failure to report hazing activity could result in disciplinary action.
4. Retaliating in any manner against any individual who reports hazing or who participates in a hazing investigation is prohibited.

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5. All members of the university community should cooperate in a hazing investigation upon request.
  6. Allegations involving sexual harassment or sexual misconduct will also be forwarded to the Office of Affirmative Action for investigation.
  7. The university may notify affiliated regional or national offices of Registered Student Organizations or official university groups of hazing allegations or investigations.
  8. Responsibility for any violations of this policy may be attributed to the perpetrators, the Registered Student Organization, or the official university group.

## REPORTING HAZING

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1. If there is a threat of immediate danger, call 911.
2. Complaints or reports of hazing activities should be reported to a university official or the local police. These university officials include the following:
  - Amy N. Pennington, Associate Vice President for Student Affairs/Dean of Students & Title IX Coordinator, [apennington@atu.edu](mailto:apennington@atu.edu), 479-968-0407
  - Chelsea Neal, Associate Dean of Campus Life and Student Union, [cneal14@atu.edu](mailto:cneal14@atu.edu), 479-968-0267
  - Joshua McMillian, Chief of Public Safety, [jmcmillian1@atu.edu](mailto:jmcmillian1@atu.edu), 479-968-0222
  - Kevin Solomon, Dean of Student Engagement, [ksolomon@atu.edu](mailto:ksolomon@atu.edu), 479-356-2157
  - Abby Davis, Athletic Director, [adavis@atu.edu](mailto:adavis@atu.edu), 479-356-2033
3. Complaints may also be filed online at [www.atu.edu/hazing](http://www.atu.edu/hazing).
4. Failure to report hazing activity could result in disciplinary action.
5. Making an intentionally false accusation of hazing is prohibited.

## CONDUCT

1. Violation of this policy may result in disciplinary action under the Student Code of Conduct, Human Resources policies and procedures, or other applicable university regulations or policies. Alumni and visitors refusing to comply may be reported to the Department of Public Safety.
2. Possible sanctions for individuals found responsible for violating this policy range from a warning to expulsion. Potential sanctions for Registered Student Organizations and official University groups range from censure to indefinite dismissal. Faculty and staff found responsible for violating this policy could be terminated from employment.
3. Violations of this policy are subject to referral to appropriate law enforcement as well as to regional and national affiliated offices for action and/or prosecution.
4. Any questions concerning the interpretation or application of this policy should be referred to Amy N. Pennington, Dean of Student



# Arkansas State Law

This section includes a summarized version of the Arkansas Hazing Law (Act 75 of 1983).

The full version of the law can be found at the end of this document.

## 6-5-201 & 6-5-204

1. Any willful act on or off the property of any school, college, university, or other educational institution in Arkansas by one (1) student alone or acting with others which is directed against any other student and done for the purpose of intimidating the student attacked by threatening him or her with social or other ostracism or of submitting such student to ignominy, shame, or disgrace among his or her fellow students, and acts calculated to produce such results;
2. The playing of abusive or truculent tricks on or off the property of any school, college, university, or other educational institution in Arkansas by one (1) student alone or acting with others, upon another student to frighten or scare him or her;
3. Any willful act on or off the property of any school, college, university, or other educational institution in Arkansas by one (1) student alone or acting with others which is directed against any other student done for the purpose of humbling the pride, stifling the ambition, or impairing the courage of the student attacked or to discourage him or her from remaining in that school, college, university, or other educational institution, or reasonably to cause him or her to leave the institution rather than submit to such acts; or
4. Any willful act on or off the property of any school, college, university, or other educational institution in Arkansas by one (1) student alone or acting with others in striking, beating, bruising, or maiming; or seriously offering, threatening, or attempting to strike, beat, bruise, or maim; or to do or seriously offer, threaten, or attempt to do physical violence to any student of any such educational institution;
5. or any assault upon any such student made for the purpose of committing any of the acts, or producing any of the results, to such student as defined in this section.
6. The term “hazing” as defined in this section does not include customary athletic events or similar contests or competitions and is limited to those actions taken and situations created in connection with initiation into or affiliation with any organization.

The full version of the Arkansas Hazing Law (Act 75 of 1983) can be found in Appendix A.

# Myth vs. Reality

**MYTH:** Hazing unifies the group.

**REALITY:** Hazing promotes conformity, insecurity, and fear amongst the members of the group not unity. Working towards a shared goal as a group achieves unity.

**MYTH:** As long as there is no malicious intent, a little hazing is okay.

**REALITY:** Safety is always a factor during hazing activities. Serious injuries have been sustained during simple Scavenger hunts and pranks. Even with no malicious intent or danger of physical injury, emotional harm is unforeseeable. It is impossible to know what could trigger emotions or behaviors related to past traumatic events.

**MYTH:** New members want to be hazed.

**REALITY:** Honestly, who wants to be humiliated, intimidated, or abused?

**MYTH:** Enduring hazing is a sign of strength.

**REALITY:** Hazing shows signs of conformity, fear, and insecurity. Standing up to a group and saying “no” to hazing is what takes true strength. Many myths surround the practice of hazing within organizations. This section compares popular myths to the true reality of hazing.

**MYTH:** Since alumni and current members were hazed, it is only fair that the new members go through the same activities; it is tradition.

**REALITY:** Hazing is not a tradition; it is a crime. Group leaders have the ability to end the cycle of hazing. The “true traditions” of your group are the shared values, principles, and beliefs of those who created it.

**MYTH:** Hazing is only a problem for sororities and fraternities.

**REALITY:** Hazing is an issue across the country in all types of organizations from military groups to religious groups. Hazing in high schools is on the rise as well. Hazing rituals date back to 387 B.C. when jokes were Played on new members of Plato’s Academy.

**MYTH:** Hazing is an effective way to teach respect and develop discipline for new members.

**REALITY:** You must show respect to others to gain their respect. Employers, parents, and coaches hold respect without injuring, humiliating, and intimidating their dependents.

**MYTH:** If someone agrees to participate in an activity, it cannot be considered hazing.

**REALITY:** Agreeing to participate may not be true consent when considering peer pressure and the desire to belong to the group.

# Is it Hazing?

If you or other members of your organization are planning or participating in any activity that you are concerned may be hazing, ask yourself these questions:

1. Do you have any reservations about what is being asked of you or someone else in your organization?
2. Does the activity have the potential to cause any physical, emotional, or psychological harm?
3. Is the activity aimed at belittling or humiliating a group or individual?
4. Does the activity include any kind of physical exertion or abuse? Could the activity lead to loss of sleep or sleep deprivation?
5. Does the activity involve any illegal activities?
6. Are new members coerced, pressured, or encouraged to consume any alcohol, liquor, beverage, food, drug, or substance?
7. Would you be concerned if parents, advisors, administrators, or the general public found out about the activity?
8. Would you be concerned if the activity was broadcast on the local news station, written about in the local newspaper, or posted on any social media site?
9. Does the activity go against your club/organization/team's purpose or values?

If you answered YES to any of these questions, then the activity is most likely an act of hazing and should be stopped immediately.

## Types of Hazing

### SUBTLE

Subtle hazing includes actions or activities that go against University or societal ideas of standards of conduct, behavior and good taste. An activity or attitude directed towards any new or active member 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)



- Phone/House/Clean up/Team duties only assigned to new members
- Requiring new members to carry handbooks and obtain signatures of members or other individuals
- Trying to instill fear in new members with what might happen at an initiation or other group events
- Depriving new members of privileges

## HARRASSMENT

Harassment hazing includes any action or activity that causes mental anguish or physical discomfort. These actions and activities usually cause confusion, frustration, or unnecessary stress.

### EXAMPLES:

- 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 new members to perform personal service to active members/ veterans such as carrying books, running errands, performing maid duties, etc.

## VIOLENT

Violent hazing includes activities that could cause physical or emotional harm.

### EXAMPLES:

- Forced alcohol consumption
- Forced ingestion of any liquid or substance
- Sexual violation
- Assault including paddling, beating, burning, and branding

# HAZING SCENARIOS

Now that you know more about hazing, here are some scenarios to help you test your knowledge. Information on real life hazing cases has also been provided to help better understand the possible consequences of hazing.

In any hazing scenario, pending the interpretation of the events, additional charges could be filed against guilty parties. Including but not limited to the following:

- The club/organization/team could be put on probation, be suspended, or be expelled by the University
- In a civil suit, everyone associated with the hazing activity will be sued. This will include members directly or indirectly involved, the leaders of the club/organization/team, advisors/sponsors/coaches of the club/organization/team, the University, and the national affiliation of your club/organization/team.
- If an unforeseen death occurs as a result of hazing, it can be interpreted as a form of murder in criminal courts



# Scenario 1

The club/organization/team that you are involved in has a long history “traditionally” of branding its members. You have been branded and all previous members have been branded. Now one of the new members has decided that he does not wish to be branded. The new member claims that forcing him to be branded is a form of hazing. Is this new member accurate in his claim that this is a form of hazing? Why or why not?

**Answer:** Yes, this is considered hazing because branding an individual is harmful to the health of that individual.

To earn their “stripes”, your club/organization/team has decided that the newest members will perform tasks for the upper classmen of the group. These tasks include simple things such as washing older members’ vehicles, picking up around seniors’ houses, and being the designated driver. Are the tasks that have been asked of the new members extreme enough to be considered hazing? Why or why not?

**Answer:** Yes, this is considered hazing because performing these tasks are embarrassing and belittles the new members; they are treated as servants. Also depending on the number of tasks, these requests could place a burden on the new members’ academic success.

## Actual Case

Walter Dean Jennings was a freshman at the State University of New York. In March of 2005, over a 12th day period, Jennings was forced to drink alcohol until he vomited, consume drinks that had been urinated in, and sit in a confined space where the heat had been turned up as high as 100 degrees after he was forced to do calisthenics. The last task that Jennings was forced to do was consume water through a funnel until he fell unconscious. By midnight, he was dead. The cause was hyponatremia, a condition in which sodium in the blood drops to dangerous levels which makes the brain swell. One member was forced to pay the family of the deceased \$400,000 in compensatory damages, \$100,000 for wrongful death, and \$1 million in punitive damages. Ten other members were charged with criminally negligent homicide.

# Scenario 2

Every year the newly elected president/captain of your club/organization/team is expected to perform one task before they are formally inducted as president. The task includes dressing up in an embarrassing, usually revealing, outfit chosen by the other group members and visiting a local restaurant. At the restaurant the person must order and eat the most expensive thing on the menu, serenade their waiter/waitress, and pay in all coins. Is this considered hazing? Why or why not?

**Answer:** Yes, this is considered hazing because the intention is to embarrass the future leader of your club/organization/team.

## Actual Case

Andrew Coffey, a junior pledging Pi Kappa Phi, died in November 2017 after an off-campus fraternity party at Florida State University, where he passed out after drinking a bottle of Wild Turkey bourbon during a “big brother” ritual and party. Autopsy results showed he had a blood alcohol level of .447. In the immediate aftermath, FSU President John Thrasher indefinitely suspended the university's 55 fraternities and sororities and banned alcohol at events with 700 other student organizations outside the Greek system. A grand jury in December recommended that prosecutors pursue criminal charges against FSU fraternity members, claiming hazing and underage alcohol abuse related to Coffey's death.





## Scenario 3

The night before initiation into your club/organization/team the seniors of the group decide to test the new member's knowledge of the group's history, facts about the group, and beliefs of the group. The test includes meeting at 10 p.m. the night before initiation and performing exhausting tasks and exercises throughout the night and into the next day with short breaks and limited chances for rehydration. One hour before initiation, with no sleep and little rest, the new members are given a quiz. Their initiation is based on how they perform on the quiz. Is this considered hazing? Why or why not?

**Answer:** Yes, this is considered hazing because excessive exercise, without rehydration, and sleep deprivation is harmful to the health of that individual and could possibly cause death. Also, their acceptance into the group depends on their performance.

## Actual Case

On February 1, 2005, Matthew Carrington, a student at California State University Chico, walked into a basement where on the wall read "In the basement, no one can hear you scream". This is the place where Carrington was forced, for five hours, to do calisthenics while being doused with water while giant fans blasted ice-cold air on him. The pipes in the building above the basement had backed up that night, sending two to three inches of raw sewage onto the basement floor where Carrington exercised. Also, Carrington was forced to drink gallons of water until he collapsed as hypothermia set in and his brain stem swelled from the water intoxication which killed him. Four members were charged with involuntary manslaughter which has a sentence of four years in prison. Four other members were charged with hazing which has a sentence of one year in jail and a \$5,000 fine. All guilty members had to participate in an anti-hazing outreach program as a condition of their probation. The group was kicked off campus and due to the severity of the case, university officials have stated that the removal of all similar organizations on campus is under consideration.

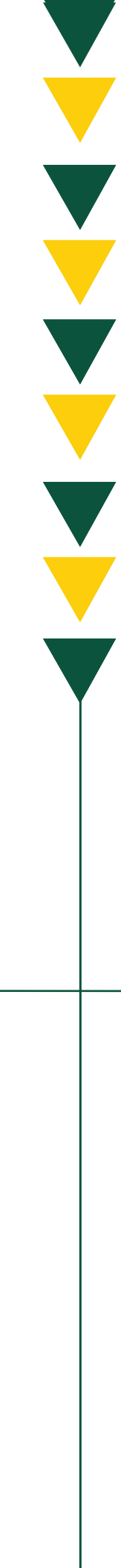
## Scenario 4

After your first general meeting of the year, every new member of your club/organization/team is required to obtain 10 signatures from members of the opposite sex. These signatures must be written on the new member's body in permanent marker, and they must remain on their bodies for 24 hours. Your group claims this activity is beneficial to the new members because it helps them step out of their comfort zones and meet new people. The signatures are a fun way to break the ice and strike up a conversation. Is this considered hazing? Why or why not?

**Answer:** Yes, this is considered hazing because this is embarrassing for the new members to have students of the opposite sex sign their bodies. It is also embarrassing and degrading for the new members to have to keep these signatures on their bodies for the next 24 hours.

During your club/organization/team's new member program they must work to "earn" points so that they can be initiated. If they do not earn the points they will not be initiated, and there is only one way to earn the points. Points are awarded based on the number of sexual encounters that a new member can prove they have had over the course of the program. The new member with the lowest point total will not be initiated. Is this considered hazing? Why or why not?

**Answer:** Yes, this is considered hazing because it is used as criteria that factors into whether a person becomes a member with full privileges. In addition, it exposes new members to the potential of sexually transmitted diseases and other health threats and does not promote a healthy, responsible lifestyle. This is not considered an educational/training piece of the new member period.



Every new member of your club/organization/ team is sanctioned by the group to attend the TIPS educational program. Is this considered hazing? Why or why not?

**Answer:** No, this is not considered hazing. Many students attend this program and other programs like it to learn important skills in maintaining a healthy and responsible lifestyle in college.

## Actual Case

Robert Champion, 26, died in November 2011 after a band hazing ritual in which he was beaten aboard a school bus after a football game in Orlando, Florida. The FAMU band initiation required pledges to run down the center of the bus while being punched, kicked and assaulted by senior members, band members have said. A medical examiner ruled Champion's death a homicide and said he died within an hour of being beaten. Champion suffered multiple blunt trauma blows, the medical examiner said. A total of 15 defendants were charged originally, but most took plea deals. Last October, Dante Martin stood trial and was convicted of the same charges. He was sentenced to 77 months in prison. The other three defendants were convicted of manslaughter and hazing with a result of death.

## Scenario 5

The new members of your club/organization/team are all required to attend a meeting each Sunday night. At this meeting the new members of your organization are asked to stand shoulder to shoulder. They remain standing shoulder to shoulder as members of your club/organization/team order them to answer questions about the organization and the University. They must all remain standing until everyone in the group answers

a question correctly. If one of the new members answers a question incorrectly or if the new members are not in a perfect shoulder to shoulder line, the members restart at the beginning of the line. It takes the new members three hours to complete this task. Is this considered hazing? Why or why not?

**Answer:** Yes, this is considered hazing. The pressure on new members to answer the questions correctly for fear of consequences could cause severe psychological and emotional distress. Forcing new members to stand in a line up and answer questions or recall information for an extended period of time has turned an educational activity into hazing.


## Scenario 6

The club/organization/team that you belong to has decided that all the new members must dress formally and carry with them a symbol representing that group for the duration of the week following initiation. The thought behind this theory is that it will show the rest of the campus that you have recruited and initiated the most outstanding individuals that the university has to offer. Is this considered hazing? Why or why not?

**Answer:** Yes, this is a subtle form of hazing. The new members are required to dress differently than their peers of equal status at the institution. If the institution does not observe a formal dress code, the students would be looked at differently by others.

One of the older members of your club/organization/team decides they want to test the toughness of the newer members. The upper classman devises an activity called "freeze out" where the new members have to stand outside in cold weather conditions wearing only their undergarments. Is this considered hazing? Why or why not?

**Answer:** Yes, this is considered hazing because it causes embarrassment, shame and disgrace to the new members. The outcome of this scenario could be physically detrimental to the participants and possibly cause death.



As a rite of passage your club/organization/team's upperclassmen shave the heads of the new members. The upper classmen say it is okay because it does not hurt anyone; it is all just "fun and games". Is this considered hazing? Why or why not?

**Answer:** Yes, this is considered hazing because the requirement is humiliating and ridicules the new members. It strips them of their personal control over something as simple as the way they present themselves.

## Actual Case

On January 8, 2010, Amon G. "Chance" Carter IV, a student at Texas Christian University, was on a ski trip in Colorado with members of his organization. After Carter passed out from alcohol consumption, members branded him, with a coat anger, on his buttocks. Carter said he woke up in a lot of pain, the flesh on his buttocks was destroyed, and no one would tell him what happened or who was responsible. Carter suffered from second and third degree burns, and underwent an estimated six surgeries to repair his mutilated skin. The organization was billed for the surgeries.

# Eliminate

This section focuses on how to report hazing and build a positive organizational environment that does not practice hazing.

## RESPONSIBILITY

If you know, or even suspect, that hazing is taking place, it is of the utmost importance that you report it to the appropriate authorities. If you are a witness to hazing and do not report it, you can be held just as liable as the perpetrators of the hazing activities. Read on to find out how to report hazing.

## THE FEAR FACTOR

Fear plays a major role in an individual's decision not to report hazing. Some people fear the consequences that their club/organization/team could face, while others fear more personal consequences. Making the decision to report is difficult, but reporting is necessary to insure the safety of all members and the continued positive growth of organizations.

### Here are some helpful tips to overcoming the fear factor:

- Have an ally. It is important to have someone you can confide in about the difficulties of reporting hazing. Having a parent, sibling, professor, advisor, or a third party not involved with your club/organization/team that is there to listen to and support you is essential in the reporting process.
- The Counseling Services staff can also be great resources and allies during the reporting process.
- Ask yourself what could happen. It may seem easier just to stay quiet, but it is important to think of what could happen if you remain silent. Could someone be harmed or injured? Could you face charges of hazing because of your silence? Reporting could save someone's life and the future of your club/organization/team.

# CONTACTING COUNSELING SERVICES

**Counseling Services**  
Health and Wellness Center  
Doc Bryan 119  
Russellville, AR 72801  
(479) 968-0329

## REPORTING

If you know of any hazing incidents that have occurred or you believe will occur, it is important to report them to the appropriate coordinators or administrators.

**Amy N. Pennington**  
Associate Vice President for  
Student Affairs/ Dean of  
Students & Title IX Coordinator  
233 Doc Bryan  
(479) 968-0407  
apennington@atu.edu

**Kevin Solomon**  
Dean of Student  
Engagement  
233 Doc Bryan  
479-356-2157  
ksolomon@atu.edu

**Chelsea Neal**  
Associate Dean of Campus  
Life and Student Union  
Hull 113B  
479-968-0267  
cneal14@atu.edu

**Joshua McMillian**  
Chief of Public Safety  
Public Safety Building  
(479) 968-0222  
jmcmillian1@atu.edu

**Abby Davis**  
Athletic Director  
Chartwells Women's  
Sports Complex  
479-356-2033  
adavis@atu.edu

**If there is a threat of immediate danger, call 911.**

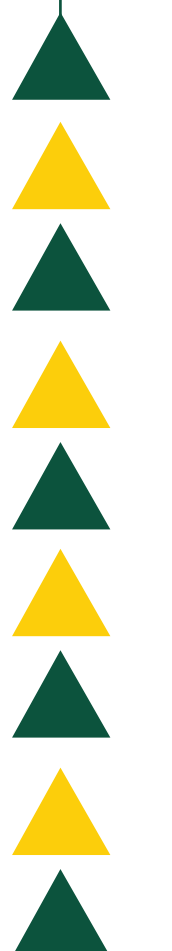
You can also report to the national toll-free anti-hazing hotline at 1-888-NOT-HAZE (1-888-668-4293). If you have an iPhone, you can use the free GIN Anti-Hazing iPhone App. To learn more about the app, visit <http://info.theginsystem.com/antihazing>




# Bonding Without Hazing

Think hazing creates unity? Think again. There are plenty of ways to unite your club/organization/team without hazing. Part of eliminating hazing from your group is creating positive alternatives that unite the group through team work, respect, and appreciation for individual differences.

## ACTIVITIES TO BUILD A POSITIVE, HAZING-FREE ENVIRONMENT

- Team Building Activities (Ask Assistant Director for Campus Life or Associate Dean for Campus Life and Student Union) These activities should be a healthy, fun way to unify the club/organization/team as a whole. There are numerous resources available on campus to help plan and carry out these activities. Consider asking members of the Campus Life staff for suggestions.
  - Discuss club/organization/team's values and the relevance and application of those values. This will be an educational activity where different perspectives, thoughts, and theories will be voiced on the importance of the values and why the values should be visible by members' daily actions.
  - Plan or seek opportunities to be involved in a philanthropy or fundraising event early in the semester to unify members. Events such as these take a lot of time, energy, and a complete group effort to be successful. Participating together means time spent together, which will bring unity to the group.
  - Attend study skills, ethics, etiquette, and resume workshops as a group then assess and evaluate knowledge gained from these experiences. Discuss how to further incorporate these principles into group and personal development. These are all skills and lessons that members will use for the rest of their lives. Not only will they help to make members better students, but better men and women.
  - Develop a team academic challenge with the highest GPA being rewarded. Pairing up into teams and having a friendly competition will build camaraderie amongst the group. Competing to have the highest GPA will benefit the members as well as the club/organization/team holistically.
  - Host a family activity where members/teammates can bring family. Getting families involved is always a good thing. They can meet your friends, learn more about your group, and what events/activities that your organization has done and are planning for in the future. These events are enjoyable for all, form bonds, and provide an opportunity for students to network with current professionals.
  - Host a "meet our new member/teammate" picnic or event to introduce them to useful contacts. Introducing new members/teammates to students, faculty, and staff members allows them the chance to make new friends and connect with employees of the university that they will be in contact with for the durations of their collegiate careers. This also provides current members with a forum to showcase new recruits and a chance to interest future recruits.
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- Invite alumni members to speak about what the club/organization/team gave him/her. This is a great opportunity to educate active members on the benefits of participation in the group. An event including alumni form a bond with everyone involved and demonstrates that alumni do support the current members.

- Shadowing peers, mentors, advisors, coach or big bro/sis activities. This will be an educational opportunity for new members/teammates and it will form bonds between them and the person they are shadowing. The new members/teammates will learn what daily activities are like for the individuals they are shadowing. The person being shadowed will answer questions, share tips and give advice.

- Reach out to campus resources: faculty, counseling center, or campus life coordinators to facilitate discussions on behavioral issues (i.e. eating disorders, sleep apnea, depression, motivation). Being educated on behavioral issues, how to spot warning signs, and how to get help is always beneficial. Having the knowledge to help a fellow member/teammate is a positive tool for the group and stepping in to assist and overcome a dilemma will build strength and unity.

- Members take leadership inventory or Myers-Briggs personality inventory and discuss outcomes. Taking these tests are great tools to assist in finding future leaders/captains. The results could assist in pairing members/teammates for big/little activities, roommate assignments for trips, or for developing committees for projects. Sharing results, overall, will help members understand and learn about one another.

- Participate in campus events/competitions together Partaking in events/competitions such as homecoming parades, tailgating, or intramural sports are fantastic ways to work as a team and form unity.

- Plan simple activities together. Simple activities such as dinner or a movie that allow the club/organization/team to spend time together and socialize are the easiest ways to form unity.

# Elevate

Are you ready to take your club/organization/team to the next level without hazing? Use this section as a guide to what the new member experience should look like.


## WHAT THE NEW MEMBER EXPEREINCE SHOULD LOOK LIKE

The new member experience should be an exciting time for students to learn about their club/organization/team, develop important skills, and build lifelong friendships.- Following these guidelines will help create a new member experience that is beneficial for both the new members and the club/organization/team as a whole.

- There should be a clearly written purpose/creed/motto that is distributed at the beginning of the program or posted in a space that the club/organization/team frequently uses.

- New members should know what is expected of them during the educational process.



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- There should be a set time period and location for educational meetings, with little variance, during normal working/waking hours.
  - The curriculum/training activities should not vary from the mission statement, purpose or manual of the club/organization/team.
  - New members should feel that personal support and an enhanced academic experience is the main priority of the club/organization/team. One should feel a sense of involvement and connectedness to the club/organization/team.
  - If at any time a new member feels overwhelmed, they should feel comfortable informing the organization/team leaders, coaches, advisors. New members' concerns should be taken seriously

## **WHAT THE NEW MEMBER EXPERIENCE SHOULD NOT LOOK LIKE**

- There should be no dares, acts of violence, pain, suffering, or pressure.
- One should never be asked to meet at a different time or location than the standard time and location, especially at extreme times or extreme, remote locations.
- Outside of the curriculum/training one should not partake in activities where active members are not participating.
- One should never be treated as a subordinate to other members of the club/organization/team.

# **ADDITIONAL RESOURCES**

This guide is just one of many hazing prevention resources. Resources listed below were used to help create this guide:

- <http://fraternity.utk.edu/files/avoid-hazing.pdf>
- [http://web.centre.edu/schutts/Hazing\\_on\\_Campus.pdf](http://web.centre.edu/schutts/Hazing_on_Campus.pdf)
- <http://www.gannett.cornell.edu/hazing>
- <http://www.hazingprevention.org>
- <http://www.hazingstudy.org>
- <http://www.stophazing.org>
- <http://www.uww.edu/involve/forms/docs/antihazingquiz.pdf>
- [http://www.wpi.edu/Images/CMS/SAO/NEw\\_Member\\_Activity\\_IDeas.pdf](http://www.wpi.edu/Images/CMS/SAO/NEw_Member_Activity_IDeas.pdf)

This guide also includes examples and scenarios adapted from real life hazing incidents. Articles about these incidents can be found at the following links:

- <http://groups.yahoo.com/group/fraternalnews/message/1977>
- [http://www.blackcollegewire.org/index.php?option=com\\_content&task=view&id=4797](http://www.blackcollegewire.org/index.php?option=com_content&task=view&id=4797)

• [http://www.huffingtonpost.com/2010/01/28/tcus-kappa-sigmafraterni\\_n\\_441214.html//chronicle.com/article/Parents-Are-Awarded/40069/](http://www.huffingtonpost.com/2010/01/28/tcus-kappa-sigmafraterni_n_441214.html//chronicle.com/article/Parents-Are-Awarded/40069/)

• <http://www.nytimes.com/2003/09/15/nyregion/death-in-under-ground-frat-s-hazing-ritual-shakes-a-suny-campus.html?pagewanted=all&src=pm>

• <http://www.sfgate.com/news/article/Horrifying-details-in-hazing-death-Police-2694388.php#photo-2163798>

# Arkansas State Hazing Law

ACT 75 OF 1983

## § 6-5-201. Definition

(a) As used in this subchapter, unless the context otherwise requires, “hazing” means:

(1) Any willful act on or off the property of any school, college, university, or other educational institution in Arkansas by one (1) student alone or acting with others which is directed against any other student and done for the purpose of intimidating the student attacked by threatening him with social or other ostracism or of submitting such student to ignominy, shame, or disgrace among his fellow students, and acts calculated to produce such results; or

(2) The playing of abusive or truculent tricks on or off the property of any school, college, university, or other educational institution in Arkansas by one (1) student alone or acting with others, upon another student to frighten or scare him; or

(3) Any willful act on or off the property of any school, college, university, or other educational institution in Arkansas by one (1) student alone or acting with others which is directed against any other student done for the purpose of humbling the pride, stifling the ambition, or impairing the courage of the student attacked or to discourage him from remaining in that school, college, university, or other educational institution, or reasonably to cause him to leave the institution rather than submit to such acts; or

(4) Any willful act on or off the property of any school, college, university, or other educational institution in Arkansas by one (1) student alone or acting with others in striking, beating, bruising, or maiming; or seriously offering, threatening, or attempting to strike, beat, bruise, or maim; or to do or seriously offer, threaten, or attempt to do physical violence to any student of any such educational institution; or any assault upon any such student made for the purpose of committing any of the acts, or producing any of the results, to such student as defined in this section.

(b) The term “hazing” as defined in this section does not include customary athletic events or similar contests or competitions and is limited to those actions taken and situations created in connection with initiation into or affiliation with any organization.



## § 6-5-202. Prohibitions

(a) No student of any school, college, university, or other educational institution in Arkansas shall engage in what is commonly known and recognized as hazing or encourage, aid, or assist any other student in the commission of this offense.

(b) (1) No person shall knowingly permit, encourage, aid, or assist any person in committing the offense of hazing, or willfully acquiesce in the commission of such offense, or fail to report promptly his knowledge or any reasonable information within his knowledge of the presence and practice of hazing in this state to an appropriate administrative official of the school, college, university, or other educational institution in Arkansas.

(2) Any act of omission or commission shall be deemed hazing under the provisions of this subsection.

## § 6-5-203. Penalties

(a) The offense of hazing is a Class B misdemeanor.

(b) Upon conviction of any student of the offense of hazing, he shall, in addition to any punishment imposed by the court, be expelled from the school, college, university, or other educational institution he is attending

