



CAMPUS COMMITMENT TO HAZING PREVENTION: **Action Guide**

Hazing is a threat to student and campus safety and undercuts the missions of postsecondary institutions. As a form of interpersonal violence, hazing is particularly troubling because it occurs in group contexts—such as clubs, campus organizations, and athletic teams—that are considered living-learning laboratories for student belonging and leadership development.

Hazing prevention efforts must be a tailored approach that includes **Commitment**, one of eight components of the Hazing Prevention Framework. This Action Guide provides evidence-informed resources for those seeking to develop comprehensive prevention and response efforts, build leadership commitment for those efforts, and strengthen student belonging and safety.



Background and Context

In 2018, StopHazing and Clery Center released the Hazing Prevention Toolkit for Campus Professionals, which describes a data-driven Hazing Prevention Framework (HPF)© based on key principles of prevention science and findings from a research-to-practice project, the Hazing Prevention Consortium (HPC) led by StopHazing™ and researchers at the University of Maine.



The graphic above depicts the eight components of the HPF—including Commitment, Capacity, Assessment, Planning, Evaluation, Cultural Competence, Sustainability, and Implementation—to be carried out in conjunction with one another to create a campus environment where hazing is less likely to occur.

The *Campus Commitment to Hazing Prevention: Action Guide* (Action Guide) provides practical resources focused on one of the eight HPF components — **commitment** — to engage campus leaders and the broader campus community in transforming campus hazing culture and ultimately, building group environments that support healthy belonging and well-being for all students.

CAMPUS COMMITMENT TO
HAZING PREVENTION: ACTION GUIDE

Campus Commitment Information- Gathering Tool



Campus Commitment Information-Gathering Tool

Use this Campus Commitment Information-Gathering Tool to assess the state of campus commitment for hazing prevention, current funding, trainings, activities, policies, and institution communications and to document potential action steps moving forward. This is a helpful first step to better understand what's already in place and to assist in crafting a realistic strategic plan for preventing hazing on campus. After you complete the Tool, utilize other resources in the Action Guide such as the Campus Commitment Planning Resource or the Adaptable Slidedeck to set measurable goals, action steps for hazing prevention, or make an 'ask' for specific support for and commitment to hazing prevention efforts on campus, to move hazing prevention forward.

Funding

Do you allocate dedicated funds to hazing prevention?

Yes No I don't know

If so, how much per year?

What amount was dedicated to hazing prevention last year?

Are the funds allocated to certain departments or across different divisions?

Do they cover all students and other stakeholders?

What amount is or should be dedicated to hazing prevention within the next 5 years? Consider existing budgets and hazing prevention goals. Consider creating a spreadsheet of anticipated costs related to staffing, educational tools or programs, technology, and other necessary resources.

Which funding sources currently support hazing prevention efforts? What other funding sources or opportunities are available within or external to the institution (e.g., internal "special projects" grants or budget allocations to support campus climate and student success; creating funding partnerships across units and divisions; alumni donations; sponsorship from community organizations and businesses)?

Campus Data Collection and Assessment

Is there funding allocated for assessing the campus hazing climate?

Is that data shared with the community? How?

Staffing

Do you have a staff member or members for which hazing prevention is explicitly written into their title(s) and/or job description(s)?

Yes No

If so, what percentage of their time is dedicated to hazing prevention specifically?

Trainings & Participation

Do campus leaders have a presence (attending or presenting) in hazing prevention programming and trainings?

Yes No

If so, what programming or training do they attend? Are there other programs or trainings that could use leadership support?

List of Programs/Trainings	Campus Leader Involvement

Do senior administrators speak out about hazing when it occurs?

Yes No Sometimes:

Do senior administrators talk about hazing independent of when there is a specific incident or national attention?

Yes No Sometimes:

Is hazing prevention training required or provided for a range of campus stakeholder groups?

Yes No

If yes, which groups?

Students Staff Faculty Senior administrators Other:

Campus Coalitions

Is there a campus coalition (task force or committee) assembled to guide or coordinate campus hazing prevention?

Yes No

If yes, does the group meet at least 2x/semester?

Yes No

If yes, list the campus units and stakeholders represented in the coalition.

Students Faculty Alumni Family and/or Mentors who provide student support

Staff: Student Life Campus Safety Student Activities Athletics Rec/Club Team Staff

Residence Life Conduct Other:

Other:

Does the group include sub-groups or working groups to focus on implementing coalition priorities?

Yes No

Campus Hazing Policy/Policies

List any campus policies that address hazing prevention or response.

How recently was this policy or policies updated?

If applicable, do your policies or policies align with any state-specific anti-hazing laws?

Do hazing policies include language applying to all stakeholders (students, staff, faculty, alumni) and all student organizations?

Yes No

List the stakeholders addressed within hazing policy/policies.

Students Student groups Staff Faculty Alumni

Other:

Are hazing policies consistent across student organizations?

Yes No

If no, what differences do you see across policies?

Communications & Messaging: Campus Hazing Policy/Policies

Do senior administrators play a role in talking about or educating about the policy?

Yes No

If yes, how do they communicate about campus hazing policy?

If no, in what existing programs or communications could senior administrators address hazing policies?

Does the institution have a dedicated webpage for disseminating or centralizing campus-wide information about hazing and hazing prevention?

Yes No

Communications & Messaging: Hazing Incidents

Does the institution have an established protocol for responding to reports of hazing?

Yes No

If yes, what is that protocol?

Do senior leaders publicly address incidents of hazing?

Yes No

If yes, in what ways do senior leaders publicly address incidents of hazing?

Is non-identifiable information relative to campus incidents shared with campus prevention staff to inform prevention efforts?

Yes No

Is there information posted on the campus website and/or mailings sent to stakeholders informing the community of hazing investigations?

Yes No

How transparent is the institution in media response to a high-profile hazing incident?

If a high-profile incident has not occurred, is there a plan or protocol in place for response if such an incident were to occur?

Next Steps

Reviewing the information from the assessment, draft ideas and notes for action steps campus staff and senior administrators may take to enhance campus commitment to hazing prevention. Compiling accurate information about the current state of hazing and hazing prevention on campus can help to inform the strategic planning processes for hazing prevention, making an informed 'ask' for support for any of the topics highlighted in this tool, and other steps leaders can take for effective, campus-wide hazing prevention.

Topic	Notes, Ideas, and Action Steps
Funding for Hazing Prevention	
Collecting and Analyzing Data	
Training about Hazing and Hazing Prevention for Campus Leaders	
Participation of Campus Leaders in Hazing Prevention Programs or Training	

Topic	Notes, Ideas, and Action Steps
Campus Coalition Engagement	
Updates to Campus Hazing Policy	
Communication & Messaging Re: Campus Hazing Policy/Policies	
Communication & Messaging Re: Hazing Incidents	

If you have any questions about this resource, reach out to Clery Center at info@clerycenter.org or StopHazing at info@stophazing.org.

Use of Materials

Use in part or whole is permitted with attribution to StopHazing and Clery Center as follows: StopHazing & Clery Center. (2021). Campus commitment information-gathering tool. In *Campus commitment to hazing prevention: Action guide*.

Get the full Campus Commitment to Hazing Prevention: Action Guide!

The *Campus Commitment to Hazing Prevention: Action Guide* is designed to give you some practical examples of these Commitment activities:

- **Campus Commitment Information-Gathering Tool:** Assess what actions you're already taking within this framework.
- **PowerPoint Template: Making the Case for Hazing Prevention Support:** Make the case to campus leaders for strengthening structural support for hazing prevention.
- **Planning Resource:** Build combined, integrated processes for procedural planning, enhancing structural efforts on campus.
- **Strategies for Engaging Students and their Families:** Address student and family perceptions and their roles in hazing and its prevention as described in the symbolic frame.
- **Sample Letter from Campus Leadership:** Endorse hazing prevention initiatives and institutional transparency relative to hazing accountability, noted within the political frame.

You can download the rest of the Action Guide a la carte or as a whole at clerycenter.org/hazing or stophazing.org/action-guide.

We Don't Haze

We Don't Haze is a short documentary film created by Clery Center and StopHazing, which helps identify hazing behaviors and offers organization leaders alternative traditions that promote a safer, more positive team-building experience. Learn more about the film and get the supplemental resources at clerycenter.org/initiatives/hazing-project.

Contributing Authors

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Use of Materials

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