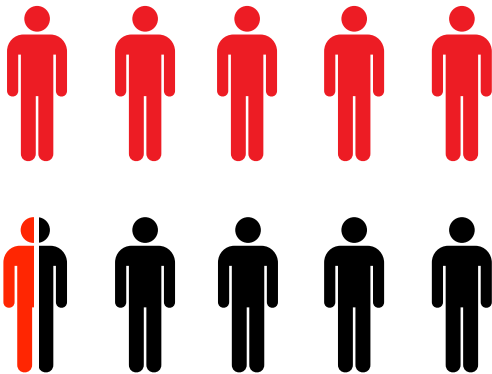


HAZING PREVENTION FOR RESIDENCE LIFE STAFF

Understanding Hazing and the Ways
Residence Life Can Help

WHO GETS HAZED?

"55% of college students involved in clubs, teams, and organizations experienced hazing."¹



WHAT IS HAZING?

"Hazing is any activity expected of someone joining or participating in a group that humiliates, degrades, abuses, or endangers them **regardless** of a person's willingness to participate."¹



RESOURCE PURPOSE

The purpose of this resource is to offer insights into the connections between Residence Life (RL) and the community's role in hazing prevention. This resource also provides recommendations for incorporating hazing prevention into existing programs, curricula, and trainings to be carried out by RL staff.

HOW DOES HAZING PREVENTION RELATE TO RESIDENCE LIFE?

1.) Residence Life is a student-facing functional area with high volume of student interactions.

- Resident Assistants (RAs) are able to observe students in a more relaxed environment (i.e., their "campus home") and may notice when residents' behaviors or actions are unusual or change as they become involved with groups on campus.
- Professional staff members may follow up with students that have been exhibiting unusual behavior or have reported potential hazing incidents.

2.) Residence Life asks RAs to serve as community resources.

- Because they are viewed as peers, RAs may be considered more approachable than professional staff.
- RAs can file reports for students who express they have been hazed and share appropriate resources.





HAZING PREVENTION FOR RESIDENCE LIFE STAFF



HAZING PREVENTION IN RA TRAINING

1.) Train RAs to recognize hazing behaviors among their residents

- Are residents coming and going at odd hours?
- Are they more withdrawn or isolated? Have they had a sudden change in friend group?
- Does any changes in behavior coincide with the resident joining a new group or organization?
 - Make sure RAs know when student organizations are going through recruitment, the pledging process, or initiation.

2.) Consider creating hazing-specific protocols for RAs.

- How do RAs report the information?
- How could RAs intervene?

3.) Create *Behind Closed Doors* (BCD) scenarios for RAs to engage in learning.

- Consider creating a scenario where a resident reveals they are being hazed during a one-on-one.
- Consider creating a scenario for confronting a resident who is engaging in unusual behavior (ex: standing in a common room chanting).
- Consider a scenario where the RA should suspect hazing, and identify how they should report and intervene.

EDUCATING RESIDENTS

1.) Develop hazing prevention programming as part of the Residence Life curriculum.

- Consider hosting a program that teaches residents about what hazing is, how to identify red flags, and how to report that information
- Provide residents with resources for reporting incidents of hazing and getting on-campus support.
- Provide suggestions for activities and group bonding opportunities that support healthy group dynamics.
- Consider hosting a bystander intervention program that includes hazing prevention.

2.) Post resources related to hazing around the residence halls.

- If your institution has a hazing hotline or anonymous online reporting system, post the website link or phone number at the front desk/in the halls.
- Let students know about the different campus partners and resources available to help address hazing allegations in a specific organization or club (Campus Activities, Office of Fraternity and Sorority Life, etc.)
- Reiterate that campus health services may be useful in treating the mental and physical effects of hazing.



QUESTIONS TO CONSIDER

- What can your department do to more comprehensively incorporate hazing prevention into the RA curriculum?
- What are some potential barriers to incorporating hazing prevention information and education?
- How can campus partners be used to help develop intentional programming for residents?



CULTURE OF REPORTING

While having resources and educational programs are both key to preventing hazing, having students report hazing incidents is crucial. It is important for students to recognize ResLife staff members as individuals they can confide in. In turn, it is important for staff members to validate student experiences and their choice to report.