Questions to Ask: Hazing Incident Report Flowchart

STOP HAZING

START HERE:
What was the alleged hazing incident or violation?

Are the details vague OR descriptive?
If you answered vague, remember that campuses must comply with the Family Educational Rights and Privacy Act (FERPA), which protects the privacy of student education and conduct records. However, you should still be able to understand the types of behaviors that occurred from the incident report. Example: Were students given demeaning nicknames? Was alcohol involved?

Are you able to clearly and easily understand what happened?
If you answered no, use the glossary below to help decode the jargon.

What group(s) was involved?

Are all student groups, in addition to fraternities and sororities, listed? Hazing can occur in all types of groups, including student clubs, teams, and organizations. This may indicate the level of awareness about hazing at the institution and how the broader student body and community is trained to recognize and report hazing on this particular campus.

Individuals' names will not be listed in the report because of FERPA protections. However, colleges and universities will typically identify the groups found responsible for hazing. There are some state laws, however, that do not require organizations to be specifically identified.

Were there students harmed or put at risk for harm mentally, emotionally, and or physically?
Even if student(s) were not harmed, it's important to remember that hazing incidents are reported and investigated through the university conduct process. Stopping hazing - even behaviors perceived as "harmless" or as jokes and pranks - can help prevent more serious incidents in the future.

Was there an investigation?

YES

NO

Who conducted the investigation?
It is helpful to know if the investigation was conducted by campus safety officials, investigators from the student conduct office, by other campus life staff (e.g., residence life staff, fraternity and sorority life staff), and if there was involvement from local law enforcement or associated national organizations.

Does the report include all hazing incident investigations or only incident investigations that resulted in findings (for groups that were found responsible)?
Including all allegations or credible reports of hazing, and hazing investigations in the transparency report, regardless of the investigation outcomes can indicate the institutions's commitment to thoroughly addressing hazing. Even if a group is not found responsible for hazing, sharing all credible reports and investigation information helps provide more transparency about the group or institutional culture, and behaviors that could be warning signs for other unhealthy trends or dynamic in a group.

Note: hazing incident investigations are hard to conduct, so failing to disclose information from all investigations, regardless of findings, is a disservice to basic consumer protections.

Is the investigation process described?
Detailed investigation processes include descriptions of who provided information about the alleged hazing incident and the nature of communications between the investigator and those involved in the incident.

Were there any criminal proceedings for the incident?
If yes, were the outcomes of these proceedings included? These should be included under "sanctions." Note: In a report of this nature, it will only include proceedings against groups, not individuals due to FERPA.

Does the report appear to be recently updated?
Most updated state anti-hazing laws require that colleges and universities publish transparency reports at least once a year. Many colleges and universities complied with this mandate after the state law was passed, but further review has shown that many institutions are not regularly updating the reports.

Was the group found responsible?
This indicates the group or individuals were found in violation of the college or university's hazing policy and could be coupled with other violations. Some campuses may also disclose whether criminal charges were brought against the organization per the state's anti-hazing laws or if the organization was held accountable by their associated national organization.

Is there an update on the completion of those sanctions and the current standing of the groups(s) found responsible of hazing?
This information indicates the group or individuals standing with the college or university and their operational privileges within the campus community, including whether the group is eligible to recruit new members.

If the group was found responsible, were sanctions issued by...

...the College or University?
Were organizations barred from operating or recruiting new members until a specified date? Were restorative practices used to correct the harm imposed? What kind of educational training/programs will be required of the organization? Sanctions are indicative of an individual or group's standing with the college or university and can be demonstrative of the severity of the incident.

...the headquarters or national office?
Consequences imposed by the organization's governing bodies may impose sanctions concurrently, or in addition to, those given by the college or university.

...other governing entities?
This may include criminal charges imposed by law enforcement based on the state's anti-hazing laws.