



Bulletin Board: Spot the Signs

Healthy vs. Unhealthy Behaviors

This interactive bulletin board can help students reflect on the signs of healthy and unhealthy group behaviors they may have experienced or could experience in organizations, teams, or clubs.

By sharing examples, students can recognize positive practices, identify concerning behaviors, and learn about resources for support.

Materials needed:

- Bulletin Board or two large poster sheets, split into two halves
 - Healthy Group Behaviors I've Seen (Green border)
 - Unhealthy Group Behaviors I've Seen (Red border)
- Sticky notes
- Something to write with (Sharpies, pens, markers, etc.)
 - Note: You can attach a string to Sharpies or other items to prevent them from disappearing from the board.
- Copy of [StopHazing-10-Signs-Sheets.pdf](#)
 - Note: We recommend cutting out all 20 signs and stapling them to the board for students to reference.
- Copy of [Hazing Decision Tree](#)

Items to include in the board:

- Instructions for engagement with the board
- Prompts for responses
- Reporting information and resources

Instructions for engagement with board:

Think about the groups, organizations, clubs, or teams you're a part of. Review the 10 Signs of Healthy and Unhealthy Groups on this board.

Where have you seen these healthy signs? Have you noticed any unhealthy signs?

Use a sticky note to answer the prompts on each side. Your notes can be anonymous- just share honestly!



Prompts for each side:

- **Healthy:**

- Where have you seen these signs in action?
- How has your group, organization, or team made you feel welcome and safe?
- Share a time when you saw people practice one of these signs.

- **Unhealthy:**

- Have you noticed warning signs in a group? What did you learn from that experience?
- What actions did/could you take to stop this behavior in your own group?
- Think about an unhealthy sign- how could it be shifted into a healthier group behavior?

Reporting:

Need Help or Want to Talk?

If you have seen or experienced unhealthy or harmful group behavior, you are not alone. Campus resources are here for you!

Some resources may include:

- Dean of Students/Student Conduct
- Counseling Center
- Campus Police
- Student Legal Services
- Advisors (i.e., Student Activities Office, Fraternity and Sorority Life Office)

Note:

Feel free to tailor this board, the resources, set-up, etc. to your campus.

Not all unhealthy signs are necessarily hazing, but they can be warning signs to watch out for. Review the Hazing Decision Tree one-pager, contact your RA, or connect with campus professionals if you are or have experienced hazing on campus, or are concerned for others who have.

We recommend creating a QR code so students can scan it and access the anonymous reporting form directly.



Design Example:

Use this example to help guide the creation of your board!



WHERE HAVE YOU SEEN THESE?

Healthy Group Behaviors	Unhealthy Group Behaviors
Where have you seen these signs in action?	Have you noticed warning signs in a group? What did you learn from that experience?
How has your group, organization, or team made you feel welcome and safe?	What actions did/could you take to stop this behavior in your own group?
Share a time when you saw people practice one of these signs.	Think about an unhealthy sign- how could it be shifted into a healthier group behavior?