

STOP THE HAZING TABLING GUIDE

About Stop the Hazing

In 2017, Alpha Delta Pi sister Rae Ann Gruver and her husband Steve lost their son to a hazing incident at Louisiana State University. Since Max's death, Steve and Rae Ann have traveled across the country sharing Max's story, and in fall of 2018, Alpha Delta Pi partnered with the Max Gruver Foundation to help spread awareness of the dangers of hazing. This year, Alpha Delta Pi and the Max Gruver Foundation with support from the Alpha Delta Pi Foundation will once again partner for our annual Stop the Hazing campaign.

Gather the Information

DISCUSS AT A CHAPTER MEETING

- Your plan for the tabling event, National Hazing Prevention Week, social media plan, and member engagement.
- Discuss about why the Stop the Hazing Campaign is important to your chapter:
 - Share Max Gruver's Story via the video in the [2023 STH Tool Kit on Pride Online](#)
 - Why is anti hazing important to you?
 - Campus Reporting Methods

LOCAL ANTI-HAZING INFORMATION

Customize any of the information involved in your campaign to include your local policies and laws around hazing to make them relevant and applicable to your campus & chapter!

- Campus Anti-Hazing Policy:
- State Laws:
- Campus Reporting Methods:
- Additional important information to share:

Creating an Awareness Tabling Event

PLANNING YOUR TABLING EVENT

- Organize the logistics.
 - All members should be aware of your "why" and those members who will be at your table should be able to engage with those who stop by the table for more information.

- Collaborate with another organization, council, or student organization. The larger the reach the larger the impact. Is your campus already doing something for NHPW? Ask if you can contribute to the agenda!
- Post a teaser on your social media – naming the date, time, location of your tabling event
- Reach out to other campus organizations (Greek life office, campus health, student conduct, etc.) to see if they have any materials they would like to distribute.
- Access the [2023 STH Toolkit on Pride Online](#)
- Tabling materials checklist
 - Check the mail – Executive Office is sending out Stop the Hazing Stickers for your tabling event
 - Alpha Delta Pi tablecloth or banner
 - Print the [digital pledge cards](#) (don't forget markers or pens for signing)
 - [Print the poster](#)
 - Pick your favorite interactive tabling activity detailed below!

WHAT TO AVOID

- Turning your awareness campaign into a gimmick
 - Relying on puns or othering language takes away from the educational cause. Hazing is a traumatic and life-altering experience some members of your campus community or social media following has encountered.
 - Ex: DONUT haze, Hazing is NUTS, general pledge “these hands don’t haze” without intentionality or education
- Passive tabling activities
 - Give your members the opportunity to engage with your campus community. Use this as an opportunity to show what you are passionate about, spread awareness, showcase your commitment to advocacy and education.
- Sisters only engaging in your resources at your table
 - Don't let this be a stopping point for only ADPi members during your event. Remember they why you are doing this – to educate your campus community. ADPi members should be aware already of the content of the campaign due to the coverage at a chapter meeting or email!

DAY OF TABLING

- Engage with students, faculty, and staff who walk by. Be sure to position yourself in front of the table, if you are able, to promote engagement!
 - Interactive components are the best way to get others engaged, once they engage in your activity, be sure to hand out those stickers from Executive Office!
- Encourage chapter members to stop by the table, tell them to bring friends from other campus organizations, classes, etc.
- Track who stopped by (whiteboard tally, keep track of pledge cards signed, etc.)
- Don't forget to share pictures to your social media about the campaign!

Interactive Activity Suggestions

Choose one or two activities below that you think would engage members of your campus community!

SIGN A STOP THE HAZING PLEDGE CARD & DISPLAY THEM

- Contact campus administration or FSA if you want to display a banner or pledge cards on campus in areas that might require reservations or approval to post
- Create large banner for collective pledge to condone and stop hazing

CREATE A WHITE BOARD/DISPLAY SIGN

This activity could add to your social media awareness component. Have participants fill out whiteboards to customize answers on prompted signs, and post pictures of the participants with what they have written. This will help bring awareness against hazing and give the opportunity to idea share positive examples of group bonding activities.

- I build brotherhood/sisterhood/siblinghood by:
- I don't haze because I.....
- I will stop hazing by...

FACTS VS. MYTHS

Create a list of questions and have participants guess if the statement is a fact or myth. This gives them the ability to think through hazing decisions and learn more about how they can help create healthier, safer environments for all members. There are some examples provided by Death By Hazing Sigma Alpha Epsilon and the National Hazing Prevention resource guide. Make sure with any myth/fact you are sharing that you have a source for the information you are providing.

- Myth #1: Hazing is a problem for fraternities and sororities primarily.

- Fact: Hazing is a societal problem. Hazing incidents have been frequently documented in the military, athletic teams, marching bands, religious cults, professional schools and other types of clubs and/or, organizations. Reports of hazing activities in high schools are on the rise.
 - While problem in many other organizations and environments, we still have an obligation to address the issue as values-based organizations.
- Myth #2: Hazing is no more than foolish pranks that sometimes go awry.
 - Fact: Hazing is an act of power and control over others --- it is victimization. Hazing is premeditated and NOT accidental. Hazing is abusive, degrading and often life-threatening.
- Myth #3: As long as there's no malicious intent, a little hazing should be O.K.
 - Fact: Even if there's no malicious "intent" safety may still be a factor in traditional hazing activities that are considered to be "all in good fun." For example, serious accidents have occurred during scavenger hunts and kidnapping trips. Besides, what purpose do such activities serve in promoting the growth and development of group team members?
 - Hidden Harm can come from can being unaware of the impact of our actions due members personal histories and previous experiences
- Myth #4: Hazing is an effective way to teach respect and develop discipline.
 - Fact: First of all, respect must be EARNED--not taught. Victims of hazing rarely report having respect for those who have hazed them. Just like other forms of victimization, hazing breeds mistrust, apathy and alienation.
- Myth #5: If someone agrees to participate in an activity, it can't be considered hazing.
 - Fact: In states that have laws against hazing consent of the victim can't be used as a defense in a civil suit. This is because even if someone agrees to participate in a potentially hazardous action it may not be true consent when considering the peer pressure and desire to belong to the group.
- Myth #6: It's difficult to determine whether or not a certain activity is hazing--it's such a gray area sometimes.
 - Fact: It's not difficult to decide if an activity is hazing if you use common sense and ask yourself the following questions: Make the following inquiries of each activity to determine whether or not it is hazing.
 - 1. Is alcohol involved?
 - 2. Will active/current members of the group refuse to participate with the new members and do exactly what they're being asked to do?
 - 3. Does the activity risk emotional or physical abuse?

- 4. Is there risk of injury or a question of safety?
- 5. Do you have any reservation describing the activity to your parents, to a professor or University official?
- 6. Would you object to the activity being photographed for the school newspaper or filmed by the local TV news crew or video of the event posted to your organization's social media account?

Adapted from Death By Hazing Sigma Alpha Epsilon. 1988. Will Keim, Ph.D., "The Power of Caring

QUESTIONS IN A BOWL

This is a similar activity with True or False questions. Answering a question correctly could lead to an incentive (e.g. Stop the Hazing Stickers, candy, etc.) or could be strictly an educational opportunity. Make sure with any answers you are sharing that you have a source for the information you are providing

1. **TRUE** or **FALSE** Hazing not only happens at the college level, but also in high schools, middle schools, and in the workplace.
 - a. Hazing has been noted in children as young as 9 years old. It happens in middle schools and high schools, it happens in organizations, church groups, and homes. It happens with marching bands, athletes, fraternities & sororities, siblings, the military, among others. It is not an issue only for colleges.
2. **TRUE** or **FALSE** Someone has died on a college campus every year since 1970 due to hazing.
 - a. Since 1970, at least one person has died on a college campus as a result of a hazing incident. In fact, as of January 1, 2005, the number of recorded hazing/pledging/rushing related deaths in fraternities and sororities stands at 80 men and 6 women.
3. **TRUE** or **FALSE** Hazing is a problem for Fraternities and Sororities primarily (compared to clubs, sports teams, etc.).
 - a. Hazing is a societal problem. Hazing incidents have been frequently documented in the military, athletic teams, marching bands, religious cults, professional schools, and other types of clubs and/or, organizations. Reports of hazing activities in high schools are on the rise.
4. **TRUE** or **FALSE** Hazing is no more than foolish pranks that sometimes go wrong.
 - a. Hazing is an act of power and control over others — it is victimization. Hazing is premeditated and NOT accidental. Hazing is abusive, degrading and often life-threatening.
5. **TRUE** or **FALSE** As long as there is no malicious intent, a little hazing is okay.

- a. Even if there's no malicious "intent", safety may still be a factor in traditional hazing activities that are considered to be "all in good fun." For example, serious accidents have occurred during scavenger hunts and kidnapping trips. Besides, what purpose do such activities serve in promoting the growth and development of group team members?
6. TRUE or **FALSE** Hazing is an effective way to teach respect and develop discipline.
 - a. Respect must be EARNED, not taught. Victims of hazing rarely report having respect for those who have hazed them. Just like other forms of victimizations, hazing breeds mistrust, apathy and alienation.
7. TRUE or **FALSE** If someone agrees to participate in an activity, it can't be considered hazing.
 - a. In states that have laws against hazing consent of the victim can't be used as a defense in a civil suit. This is because even if someone agrees to participate in a potentially hazardous action it may not be true consent when considering the peer pressure and desire to belong to the group.
8. TRUE or **FALSE** Hazing is a criminal offense in all 50 states.
 - a. Currently, there are still six states that do not have a law against hazing. States without laws include: Alaska, Hawaii; Montana, Wyoming, South Dakota & New Mexico. Canada currently has no specific anti-hazing legislation
 - b. A follow up recommendation is to look up the hazing laws in your state/province to reinforce the severity
9. **TRUE** or FALSE Sleep deprivation is a form of hazing.
 - a. Sleep deprivation, repeatedly waking up pledges/members, or not allowing them to sleep for at least one continuous six hour block of time, is considered a form of hazing.
10. TRUE or **FALSE** If you were hazed, it's OK to haze other members, because it is tradition.
 - a. "Tradition" is a dangerous word when used with activities like hazing. In many cases, the reasons have been lost as to why traditions even happen. Hazing never serves a positive purpose and whether it happens because it always has or not, it is still a crime and must be stopped. It takes a stronger person to stand up and stop traditions that are wrong, that it does to uphold even the most difficult of traditions.
11. **TRUE** or FALSE Most hazing-related activities and deaths involve alcohol.
 - a. 82% of all deaths from hazing involve alcohol.
12. **TRUE** or FALSE Most people who haze others have a low self-image/self-esteem. ▪ Hazing is a form of victimization and results in the apparent control and power one has over another person. Just as in the case of a bully on a elementary school playground, the 4 hazing covers up a low self-image. When a person doesn't feel good enough about themselves to earn

respect and lead people with integrity and respect, they turn to measures whereby they can "force" respect from people by overpowering them and hazing them.

Source: NPHW