National Hazing Prevention Week 2025
Chapter Activity Facilitator Guide

Divide participants into small groups (or, if already a small group, discuss as a chapter) and ask them to describe scenarios for hazing related to the activities listed below. The intention for the discussion is to identify when or how the behavior is hazing.

ACTIVITIES

- Scavenger Hunt
- Studying/Study Hours
- Singing/Skits
- Clothing Expectations or Requirements
- Workouts
- New Member Meetings
- Demonstration of Knowledge/Tests/Recitation

Share the following questions for groups to answer in their discussion:

- How could this behavior be hazing?
- What mitigating factors would prevent the behavior from being considered hazing?
- What aggravating factors would ensure this behavior is considered hazing?
- If our chapter practices the behavior, how can we ensure the behavior is not hazing?

After participants draft their ideas, lead a large group discussion on how behaviors could be hazing.

The following examples could also be used to inform the discussion:

- Scavenger Hunt: The hunt could involve illegal activity, such as stealing the object listed. Members of an organization could be asked to perform impossible tasks or to perform the hunt at the last minute or during inconvenient times (e.g., the middle of the night). Members may fear what will happen if they don't complete the list or be put in danger by the completion of the item on the list.
- Studying: An organization could require members to rigorously study for a meaningless test that takes away from time they should focus on actual classes. Members could be expected to study for extremely long hours (e.g., forced to stay up all night studying, resulting in sleep deprivation). New/prospective members could be asked to study at abnormal hours and in ways that are not required of active members.
- Singing/Skits: Members or teammates may be required to sing embarrassing songs in public. The content in a song or skit may be embarrassing or humiliating to members. Members may be required to sing or perform in front of others (like new member serenades or other public performances).

- Clothing: Members could be forced to wear clothing that is humiliating or embarrassing. Individuals could be punished for not wearing a specific item of clothing (that is not a uniform).
- Workouts/Physical Fitness: Members could be asked to engage in physical workouts or "wellness programs" that are physically difficult that can cause someone physical harm. Workouts could be required at abnormal times (early in the morning, in the middle of the night). Members could be punished or received "demerits" for not meeting expectations related to workout requirements.
- New Member Meetings: Members could be asked to meet a large number of hours a week (i.e., spend an inordinate amount of time on new member education or intake activities). New member meetings could be too lengthy, could involve activities like "line ups" or could be held at odd hours (very early in the morning, middle of the night, etc.)
- Demonstration of Knowledge/Tests/Recitation: Members could be punished in some way for not reciting or recounting required knowledge. This punishment could be harmful to a member's wellness. Members could be forced to study long hours to be able to demonstrate knowledge in a way that detracts from their ability to be a successful student, meet work obligations, etc.

Use this discussion to revisit the definition of hazing – it can be any activity, even those that may initially seem harmless – if the activity is used to exert control over another person or humiliate, degrade, abuse, or endanger them. Acknowledge that what some may consider minor forms of hazing contributes to establishing a climate where hazing is more likely to occur and can often escalate as a person becomes increasingly entrenched in the culture of an organization or team.

Consider having participants outline specific steps they want to take individually or as a group to continue engaging in hazing prevention. For example, participants could:

- Discuss campus policies and procedures for addressing hazing incidents so you are aware of protocols for responding if hazing when it occurs
    - Resources and information about CSU processes related to hazing and CSU's anti-hazing policy can be viewed at http://endhazing.colostate.edu.
- Meet as a group to identify positive group bonding activities to do as alternatives to hazing
- Talk with your friends and members of your organization about what they think about hazing on campus
- Work with student peers and/or faculty/staff to make a presentation or develop a program about hazing and hazing prevention
- Help organize a guest speaker on hazing or hazing prevention
- Advocate for the creation of an ethical leadership program that addresses hazing, alternatives to hazing and the role student leaders can play to cultivate positive group experiences

When the chapter completes this activity, the facilitator or another chapter leader should share their thoughts via the online form at: https://fsl.colostate.edu/nhpw-2024-chapter-activity-follow-up-form/