

# Hazing Prevention

Fall 2022



**SEATTLE PACIFIC**  
UNIVERSITY

**NATIONALLY RANKED**

SPU is ranked among the best universities in the nation by *U.S. News & World Report*

# Who does this apply to?

## Employee Prevention Education

- SPU provides hazing prevention education on the signs and dangers of hazing as well as the institutions' prohibition on hazing to employees, including student employees.
- The prevention education shall be provided to employees at the beginning of each academic year and for new employees at the beginning of each academic term.



# What is Hazing?

Hazing includes any act committed as part of a person's recruitment, initiation, pledging, etc. with a student organization or a pastime/amusement engaged in with respect to such organization that causes, or is likely to cause, bodily danger or physical harm, or serious psychological or emotional harm, to any student or other person attending a public or private institution of higher education or other postsecondary educational institution in Washington state.

This includes causing, directing, coercing, or forcing a person to consume any food, liquid, alcohol, drug, or other substance which subjects the person to risk of such harm, regardless of the person's willingness to participate.

Hazing does not include customary athletic events or other similar contests or competitions.



# SPU Prohibits Hazing

SPU prohibits student organizations and their members from engaging individually or collectively in hazing activities.

SPU promotes safety and accountability in its efforts to prevent and respond to hazing incidents that occur on and off campus.



# Hazing is Prohibited by SPU Student Standards of Conduct

## Hazing activities may include, but are not limited to the following:

- All forms of physical activity deemed dangerous or harmful.
- Striking another person whether by use of any object or one's body.
- The application of foreign substances to the body.
- Scavenger hunts involving illegal activities, kidnapping, or abandoning a member of the community.
- Depriving others of sleep or creation of excessive fatigue as an intentional part of activities.
- Forcing, coercing, pressuring, or requiring students to consume alcohol, or foreign or unusual amounts of food or other substances.
- Nudity or forcing students to dress in a degrading manner.
- Psychological hazing: any act which is likely to compromise the dignity of a student; cause embarrassment or shame to a student; cause a student to be the object of ridicule or malicious amusement; or inflict psychological or emotion harm.



# Hazing is Prohibited by Law and SPU Policy

RCW 28B.10.900



# Penalty of Hazing

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According to [RCW 28B.10.901](#), no student, or other person in attendance at any public or private institution of higher education, or any other postsecondary educational institution, may conspire to engage in hazing or participate in the hazing of another.

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Hazing is a misdemeanor criminal offense punishable under RCW 9A.20.021: Maximum Sentences for Crimes.

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Any organization, association, or student living group that knowingly permits hazing is strictly liable for harm caused to persons or property resulting from hazing. Any member or leader of an organization that knowingly permits hazing is also liable. If the organization, or otherwise, is a corporation, whether for profit or nonprofit, the individual directors of the corporation may be held individually liable for damages.



# Penalty for Hazing

According to the [SPU Student Standards of Conduct \(Section 6.1\)](#), students may also be subject to discipline for conduct that does not amount to hazing but that still results in embarrassment, ridicule, sleep deprivation, verbal abuse, or personal humiliation of another person.





Hazing can happen  
in many settings

This includes  
colleges/universities,  
organizations, clubs,  
teams, and the  
military.



# Examples of Hazing

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Prospective and new members of a sports team are required to carry gear bags for other members and to set up and take down after practices.

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New members of a club are humiliated by being required to have pictures taken of them in sexual suggestive positions. New members are threatened that the photos will be posted on social media.

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Prospective members are required to attend a club party, where all attendees must consume an alcoholic drink prior to being allowed entry to the party.

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Only prospective member are required to clean up after a party at a house that the prospective members do not live in.

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New members of a lab are required to attend an after hours get-to-know-you event in the lab and are locked in overnight, causing them to go without sleep.



# The Impact of Hazing

Sleep problems,  
including insomnia

Difficulty forming  
relationships or trusting  
others

Decreased self-esteem  
and self-efficacy

Depression, anxiety, self-  
harming

Loss of sense of control  
and empowerment

Lower grades and  
poorer performance in  
classes

Dropping out of school

Problems in  
relationships with  
friends, significant  
others, and family

Post-traumatic stress  
syndrome

Loss of interest in being  
part of organizations

Illness or hospitalization  
(because of  
psychological or physical  
illness/injury)

Death



# Impact of Hazing on Those Who Haze



- Deterioration of relationships with friends, significant others, and family
- Emotional strain of keeping secrets
- Scrutiny from local and national media
- Damage to personal reputation
- Distorted sense of leadership
- Feelings of disgrace and guilt
- Financial impact of a lawsuit
- Loss of state sponsored financial aid
- Possible suspension or dismissal from SPU







# Hazing is not “Group Bonding”

Research shows it breaks  
down group cohesion!



# Healthy Ways of Group Bonding



**Supporting a local non-profit organization**

**The entire organization dressing up for events, team functions, or away games.**

**Participating in a cross-mentoring program with local schools**

**Participating in a community service project**

**Attending SPU cultural and educational events and programs**

**Activities or group trips provided by trained facilitators (e.g., ORP)**



# Hazing Prevention and Intervention Strategies

1

Organization or team student leadership can emphasize anti-hazing values by modeling healthy community building and reiterating SPU policy.

2

Student leaders can connect with professional anti-hazing experts to provide in-depth training.

3

Members can engage inactive bystander intervention should they become aware of planned hazing.

4

Speak up and let others know these behaviors are not acceptable!



# Reporting Hazing at SPU

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All SPU employees who are not considered confidential resources (pastoral counselors, mental health counselors and healthcare professionals) are required to report Hazing incidents to University Officials immediately.

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Reports can be submitted using the [Report a Concern](#) form.

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Reports may be independently be made to law enforcement.

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A person who witnesses hazing or has reasonable cause to believe hazing has occurred or will occur and makes a report in good faith may not be sanctioned or punished for the violation of hazing unless the person is directly engaged in the planning, directing, or act of hazing reported.





# Emergency and Safety Concerns



If you are experiencing an emergency, need immediate help, or are observing a situation that endangers yourself, others, or the campus community, call the Office of Safety and Security (206) 281-2911.



OSS will respond first, then call other emergency services as needed and will direct them to the incident.



If you are off campus, please call 911.



# Reporting Actual Findings of Hazing

Beginning with the 2022-2023 academic school year, the university shall maintain and publicly report actual findings of violations by any student organization, athletic team, or living group of SPU for violations of this Policy or federal or state laws related to hazing or offenses related to alcohol, drugs, sexual assault, or physical assault.

Investigations that do not result in a finding of formal violations of the student code of conduct or state or federal law shall not be included in the report.

The report shall not include any personal or identifying information of individual student members and shall be subject to the requirements of the federal [FERPA act of 1974 \(20 U.S.C. Sec. 1232g\)](#).

SPU shall make reports under this section available on their websites in a prominent location clearly labeled and easily accessible from the institution's website.



# Reports shall include...

The name of the student organization, athletic team, or living group;

The date the investigation was initiated;

The date on which the investigation ended with a finding that a violation occurred;

A description of the incident or incidents, including the date of the initial violation, and the violations, finding, and sanctions placed on the student organization, athletic team, or living group;

The details of the sanction or sanctions imposed, including the beginning and end dates of the sanction or sanctions; and

The date the student organization, athletic team, or living group was charged with a violation.



# Record Keeping Requirements



SPU shall maintain reports as they are updated for five years



SPU shall post reports on its website at least 45 calendar days before the start of each fall academic term and at least 10 days before the start of all other academic terms.



# For Questions About SPU's Anti-Hazing Policy

## Contact:

- **Terry Winn, Assistant Vice President of Human Resources**
  - (206) 281-2678
  - [winnt@spu.edu](mailto:winnt@spu.edu)
- **Chuck Strawn, AVP of the Office of Student Life**
  - (206) 281-2845
  - [cstrawn@spu.edu](mailto:cstrawn@spu.edu)







Thank you!



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