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00:00:02.580 --> 00:00:12.420

Hazing Prevention: Welcome to your Hazing Prevention Training. Hazing is a practice that causes considerable harm to students who are hazed, individuals who haze, and the greater UW community.

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00:00:13.139 --> 00:00:24.570

Hazing Prevention: In this training, you will learn about the laws and policies that prohibit hazing, the effects of hazing, and your responsibilities for reporting. Together, we can and must disrupt hazing practices.

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00:00:28.590 --> 00:00:33.120

Hazing Prevention: This training is available to UW students, employees, and community members.

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00:00:33.810 --> 00:00:44.670

Hazing Prevention: Students might receive this training more than once if they are also a member of a fraternity, sorority, athletic team, registered student organization, or as an additional learning requirement in another setting.

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00:00:45.540 --> 00:00:52.770

Hazing Prevention: Students should pay particular attention to understand what hazing is, why it is dangerous, and how to report hazing when it occurs.

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00:00:54.030 --> 00:01:05.730

Hazing Prevention: Employees often have strong, trust-based connections with students. A student may disclose instances of hazing during office hours, or a coach or advisor may witness behavior that could indicate hazing is taking place.

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00:01:06.480 --> 00:01:11.160

Hazing Prevention: Employees should pay particular attention to their obligation to report hazing and how to do so.

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00:01:12.630 --> 00:01:18.510

Hazing Prevention: Finally, this training is available to UW families and members of the public, including UW neighbors and alumni.

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00:01:19.320 --> 00:01:33.090

Hazing Prevention: Friends and family often know students best and will observe changes in behavior or emotions. Watch for UW resources, offices, and contact

information. Students' safety is a shared goal and the responsibility of the entire UW community.

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00:01:38.010 --> 00:01:50.400

Hazing Prevention: According to StopHazing.org, hazing is any activity expected of someone joining or participating in a group that humiliates, degrades, abuses, or endangers them, regardless of a person's willingness to participate.

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00:01:51.120 --> 00:01:57.300

Hazing Prevention: Hazing occurs in a group context, meaning it happens between multiple people who are known to each other, not strangers.

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00:01:58.020 --> 00:02:10.710

Hazing Prevention: Hazing does happen at colleges and universities, and it also happens in high school, in organizations and teams, in the military, and in other settings. The UW is committed to support students who have experienced hazing.

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00:02:14.580 --> 00:02:30.000

Hazing Prevention: At UW, students have opportunities to explore their passions and find community. Unfortunately, hazing creates an environment where community members feel unsafe, and a healthy and productive sense of belonging and inclusion are compromised. Hazing has no place at UW.

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00:02:34.470 --> 00:02:44.100

Hazing Prevention: Hazing is prohibited by Washington state law.

In this state law definition, "Hazing" includes any method of initiation into a student organization or living group,

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00:02:44.490 --> 00:02:48.570

Hazing Prevention: or any pastime or amusement engaged in with respect to such an organization,

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00:02:48.960 --> 00:03:04.740

Hazing Prevention: that causes, or is likely to cause, danger or harm to any person attending an institution of higher education or other postsecondary educational institution in this state. "Hazing" does not include customary athletic events or other similar contests or competitions.

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00:03:08.010 --> 00:03:20.880

Hazing Prevention: Hazing is considered a criminal offense and is punishable as a misdemeanor. It is important to know that any member or leader of an organization

that knowingly permits hazing is liable for harm caused to people or property as a result of hazing.

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00:03:24.810 --> 00:03:31.770

Hazing Prevention: Individuals who haze will lose eligibility for state funded grants, scholarships, or awards as determined by the University.

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00:03:32.370 --> 00:03:43.350

Hazing Prevention: Organizations or groups that permit hazing to be conducted will lose Registered Student Organization status at UW. This will also result in loss of funding and access to other resources and facilities.

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00:03:47.370 --> 00:03:52.980

Hazing Prevention: The Washington Administrative Code that governs the general conduct code and student conduct code prohibits hazing.

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00:03:53.580 --> 00:04:03.750

Hazing Prevention: Hazing does not include practice, training, conditioning, and eligibility requirements for customary athletic events such as intramural or club sports and NCAA athletics,

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00:04:04.110 --> 00:04:17.220

Hazing Prevention: or other similar contests or competitions. However, hazing activities occurring as part of athletic events or during initiation into an organization are violations of the law and the University's Student Conduct Code.

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00:04:18.540 --> 00:04:33.750

Hazing Prevention: Hazing can take many forms. Some activities are subtle, such as reminding younger or newer members of their status. Other forms of hazing can include being peer pressured into getting up early and going for runs, or being expected to bully younger or newer members of the organization.

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00:04:36.870 --> 00:04:45.360

Hazing Prevention: Let's stop a moment and reflect on some situations that constitute hazing. Have you ever experienced, witnessed, or heard about situations like these?

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00:04:49.380 --> 00:04:59.820

Hazing Prevention: Thinking about what you might do if you encounter these situations in the future will increase the likelihood that you'll know what to do if confronted by hazing. Creating a plan now will help you in the future.

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00:05:04.290 --> 00:05:14.040

Hazing Prevention: While hazing is often described as “group bonding” or as a way to “bring members together,” research shows that this practice detracts from group cohesion rather than building it.

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00:05:14.850 --> 00:05:24.960

Hazing Prevention: Victims of hazing can be harmed both physically and mentally, resulting in short and long term impacts on health, relationships, school, and other areas of their lives.

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00:05:27.930 --> 00:05:35.160

Hazing Prevention: In addition to the negative outcomes of experiencing hazing, those who haze others may face criminal or civil prosecution.

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00:05:40.410 --> 00:05:52.800

Hazing Prevention: There are healthy alternatives to hazing! Safe traditions and rites of passage can establish a sense of belonging and improve cohesiveness between group members as long as new members are not treated differently than current members.

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00:05:53.790 --> 00:06:06.120

Hazing Prevention: There are also resources on campus for groups to participate in team building, from competing as an intramural team with UW Recreation to service learning opportunities with the Center for Community Engagement and Leadership Education.

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00:06:10.530 --> 00:06:19.410

Hazing Prevention: The culture that you promote within your living community, your team, your lab, your organization, or your workplace will shape how hazing is viewed and addressed.

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00:06:19.950 --> 00:06:31.500

Hazing Prevention: Don't be silent about hazing and other forms of abuse and violence. No matter where you live, work, play, or compete, create a culture of speaking up and disrupting power imbalances.

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00:06:36.660 --> 00:06:44.370

Hazing Prevention: To report allegations of hazing, you can contact or go to the Student Conduct Office on your campus. Their contact information is listed here.

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00:06:46.020 --> 00:06:52.650

Hazing Prevention: If you are aware of a UW student who may be experiencing hazing, you are expected to report to your Student Conduct Office.

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00:06:53.400 --> 00:07:05.490

Hazing Prevention: These are the professionals who are best trained to respond and coordinate services you or others may need. For matters involving employees, please make your report to the University Complaint Investigation and Resolution Office.

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00:07:08.910 --> 00:07:23.460

Hazing Prevention: If you are experiencing or witnessing an emergency or you are concerned about an imminent threat to safety, you should act immediately. For emergencies call 911. To talk about options and safety planning strategies call SafeCampus.

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00:07:27.030 --> 00:07:32.760

Hazing Prevention: Fraternities and sororities also have local and national structures that provide additional avenues for reporting.

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00:07:33.510 --> 00:07:42.900

Hazing Prevention: Students who are in a fraternity or sorority should familiarize themselves with their national organizations. National organizations also have obligations to report to the University.

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00:07:47.100 --> 00:07:57.810

Hazing Prevention: University of Washington policy provides amnesty for students who may have been using alcohol or other drugs in violation of the law and the Student Conduct Code if they are trying to help another person.

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00:07:58.500 --> 00:08:09.570

Hazing Prevention: Similarly, if you witness or participate in a hazing activity and later report that activity, the University has the ability not to start a student conduct proceeding against you.

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00:08:16.950 --> 00:08:32.130

Hazing Prevention: Being a part of our Husky Community comes with responsibilities. If you are a UW employee or volunteer and you witness hazing or believe that hazing may be occurring, you must report to the Student Conduct Office on your campus, even if the incident is minor.

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00:08:33.180 --> 00:08:35.700

Hazing Prevention: We can consult with you and talk about your concerns.

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00:08:36.750 --> 00:08:43.770

Hazing Prevention: If someone tells you they are being hazed or you hear of the types of behavior we have described in this presentation you must report.

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00:08:45.000 --> 00:08:57.360

Hazing Prevention: There are a few exceptions to mandatory reporting. Medical Staff and confidential employees such as Advocates or Therapists are not required to report hazing to their Student Conduct Office.

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00:09:01.260 --> 00:09:09.480

Hazing Prevention: If you report hazing, you can expect to meet with a representative from Student Conduct to speak about your experience and learn about resources that can support you.

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00:09:10.230 --> 00:09:19.770

Hazing Prevention: Your information will lead to next steps. When an entire organization or team is being investigated, there may be interviews with most or all of the members.

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00:09:23.160 --> 00:09:32.580

Hazing Prevention: The consequences from the UW for being responsible for hazing can include the loss of state funds like scholarships, or probation, suspension, or dismissal from the University.

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00:09:37.680 --> 00:09:52.770

Hazing Prevention: This hazing prevention training is only a brief introduction to a complex and dangerous issue. There are many additional resources about hazing and we encourage you to take the time to learn more. Thank you for doing your part to prevent hazing in our community.