



EMORY

Faculty & Staff Hazing Prevention Guide

Fall 2022

Office of Health Promotion

Hazing at Emory

Emory Campus Policy

Hazing is a broad term encompassing any activity expected of someone joining a group (or to maintain full status in a group) that humiliates, degrades, or risks emotional and/or physical harm, regardless of the person's willingness to participate.

Prohibited behavior may include activities for which the group, team, club, or organization engages in, prospective, active, or new members' physical and mental wellbeing or has no legitimate educational purpose.

<https://campuslife.emory.edu/about/initiatives/hazing/recognize.html>

Georgia Anti-Hazing Law: The Max Gruver Act

In March 2021, Georgia enacted the "Max Gruver Act" to reduce and prevent hazing rituals in the state's colleges and universities.

This legislation bans dangerous hazing for school organizations, such as fraternities, sororities, athletic teams, and any other club or a student group living together at Georgia's public and private colleges and universities, or units of the Technical College System of Georgia. Those who violate this act may be subject to a misdemeanor, prison, and/or fine.

Medical Amnesty Law

CALL 404-727-6111 OR 911

<https://conduct.emory.edu/policies/index.html>

Medical Amnesty is meant to ensure and protect the health and well-being of undergraduate students at Emory by allowing them to receive necessary medical attention in alcohol and drug-related emergencies **WITHOUT** having a conduct case.

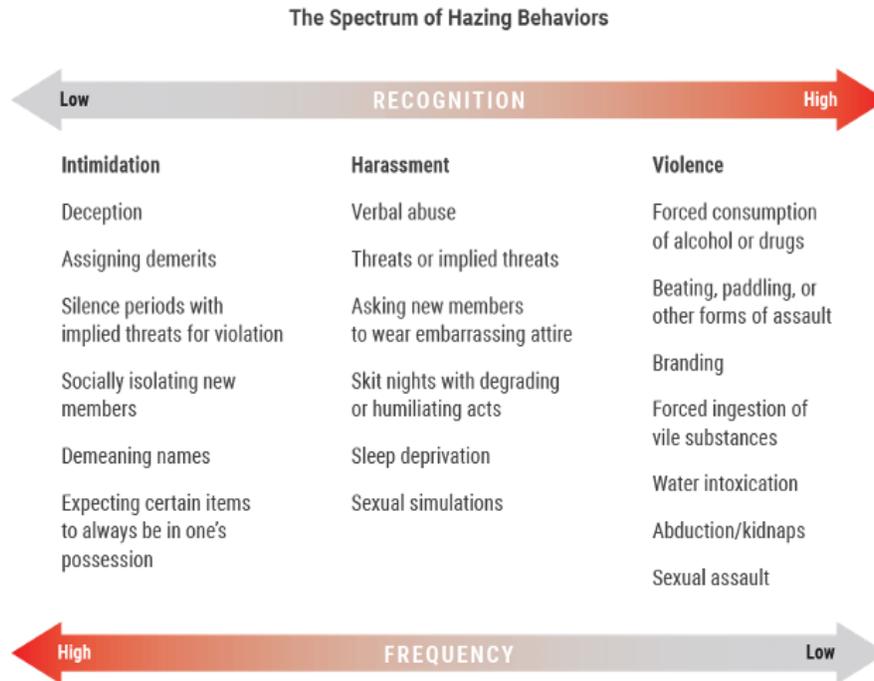
Medical Amnesty is used when a student notices someone is exhibiting signs and symptoms of alcohol poisoning or drug overdose, such as:

- Irregular breathing
- Confusion
- Pale, blue, or clammy skin
- Seizures
- Vomiting
- Unconsciousness

Your Role

Recognizing

Hazing occurs in a variety of contexts including sports teams, club sports, sorority and fraternity life, honor societies, student organizations, and more.



Hazing activities reported at Emory: Personal service to members, getting tattoos, drinking milk, smoking marijuana, drinking vomit, beating, vomiting on each other, lineups, hell week, eating cat/dog food, carrying items, tobacco use, drinking alcohol, bullying, body shaming/humiliation, sleep deprivation, shaving head.

Signs & Symptoms of Hazing

The following are potential signs and symptoms that a student may have experienced hazing or is currently being hazed:

- Changes in behavior & communication
- Disrupted patterns of behavior
- Describes activities that would meet the definition of hazing, but refers to them as “traditions” or “initiations”
- Chronic fatigue
- Symptoms of depression
- Friends, roommates, staff, and/or family members express concerns over behavior
- Unusual social media posts

Response Options

The following are various response options if a student has been hazed or has experienced hazing:

- Express your concerns
- Describe what you have observed (signs & symptoms of hazing such as lack of sleep, change in mood, etc.)
- Let that person know that it is okay to withdraw from an organization at any point
- Offer to support the person and ask how you can be helpful
- Stay connected; allowing that person to maintain ties outside the organization will help the student think more clearly about available options & resources
- Be willing to approach University staff for advice or to report hazing activity

Preventing

As a faculty or staff member, you can assist student/student organizations to foster unity, develop problem-solving abilities and leadership skills, instill a sense of membership, promote scholarship, build awareness of history, and aid career goals by promoting positive team building activities.

Encourage students and student organizations/clubs to participate in positive team building activities. Some positive team building activities include:

- Participating in campus and community service projects/events
- Have new and current members work together to create events
- Developing a peer mentor program among current and new members
- Planning special events or get-togethers such as movie nights
- Hosting monitored study and homework sessions on campus

Reporting

How to Report Hazing at Emory

- If you believe hazing has taken place or is taking place, you can anonymously complete the Emory University Hazing Reporting Form:
<https://campuslife.emory.edu/about/initiatives/hazing/report.html>
- If a student's physical or emotional well-being has been affected by hazing, support resources are available from university offices, including the Office of Respect. RESPECT Hotline: 470-270-5360
- If a student is in danger due to a hazing incident and/or need to report a hazing incident in progress, please contact Emory Police Department (EPD)
EMERGENCY: 404-727-6111

Resources

Prevention Resources

If you are interested in learning more about hazing prevention, resources are available.

Chelsea Williams, Hazing Prevention Coordinator

Email: chelsea.williams2@emory.edu

Phone: 404-727-2136

Office of Health Promotion (OHP)

Email: ohp@emory.edu

Phone: 404-727-1000

Student Involvement, Leadership, and Transitions (SILT)

Email: silt@emory.edu

Phone: 404-727-6169

Support Resources

If a student has been affected by hazing or is in danger due to hazing, support resources are available.

Emory Police Department (EPD) EMERGENCY | 404-727-6111

CAPS | 404-727-7450 | counseling.emory.edu

Office of Respect | RESPECT Hotline: 470-270-5360