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HAZING DEFINED

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.

The Spectrum of Hazing Behaviors

<table>
<thead>
<tr>
<th>Low</th>
<th>RECOGNITION</th>
<th>High</th>
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<tbody>
<tr>
<td>Intimidation</td>
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<td>Deception</td>
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<td>Assigning demerits</td>
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<td>Silence periods with implied threats for violation</td>
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<tr>
<td>Socially isolating new members</td>
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<td>Demeaning names</td>
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<td>Expecting certain items to always be in one's possession</td>
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<td>Harassment</td>
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<td>Verbal abuse</td>
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<tr>
<td>Threats or implied threats</td>
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<tr>
<td>Asking new members to wear embarrassing attire</td>
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<tr>
<td>Skit nights with degrading or humiliating acts</td>
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<tr>
<td>Sleep deprivation</td>
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<tr>
<td>Sexual simulations</td>
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<td></td>
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<tr>
<td>Violence</td>
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<tr>
<td>Forced consumption of alcohol or drugs</td>
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<tr>
<td>Beating, paddling, or other forms of assault</td>
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<tr>
<td>Branding</td>
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<tr>
<td>Forced ingestion of vile substances</td>
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<tr>
<td>Water intoxication</td>
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<tr>
<td>Abduction/kidnaps</td>
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<tr>
<td>Sexual assault</td>
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</tbody>
</table>

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.
EMORY CAMPUS POLICY

As defined by 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.
The Emory Hazing Prevention Task Force views hazing as a form of interpersonal violence, a public health issue to be addressed holistically and comprehensively with a whole campus approach. Our work in hazing prevention is evidence-based and includes working to engage at the undergraduate level and with graduate schools.

Preventing hazing requires a comprehensive approach involving multiple strategies. Effective prevention requires understanding the complex factors that contribute to hazing. This approach incorporates the social ecological model of addressing hazing through the interplay at the individual level, campus and surrounding community, national organizations, state level, and the broader society.
HAZING PREVENTION EFFORTS

What is Emory doing to prevent hazing on our campus?

Hazing Prevention Task Force

Planning & implementing programs & events specifically targeting hazing prevention

Conducting student & faculty/staff trainings on hazing prevention

Enforcing Emory hazing policy and Georgia Anti-Hazing Law to all students, faculty, & staff
SIGNS & SYMPTOMS OF HAZING

- 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
If a student has been hazed, have witnessed hazing, or you suspect someone you know has been hazed, you can report your observations privately to Emory officials.

Complete the Emory University Hazing Reporting Form

https://campuslife.emory.edu/about/initiatives/hazing/report.html

If your physical or emotional well-being has been affected by hazing, support and resources are available from university offices, including the Office of Respect. RESPECT Hotline: 470-270-5360

If you are 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
If your student has been hazed or has experienced hazing, response options are below.

- Tell your student you are concerned.
- Describe what you have observed (e.g., lack of sleep, changes in your student's mood, energy level, ability to do work).
- Ask your student what activities occurred as part of joining the group.
- If the person describes being hazed, underscore that hazing is wrong and that they do not have to go along with it.
- If you suspect that your student is being hazed but they won't say so, ask if there are things going on that they are not supposed to talk about. If that is the case, it's very likely that the person is being hazed.
- Let your student know that it's okay to withdraw from an organization at any point.
- Offer to support your student and ask how you can be helpful.
- Let your student know what resources are available for support and reporting.
PREVENTION RESOURCES

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

Chelsea Williams
Hazing Prevention Coordinator
chelsea.williams2@emory.edu
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
MEDICAL AMNESTY

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 an alcohol- or drug-related emergency without having a conduct case.

When you notice 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

CALL 404.727.6111 OR 911

For more information visit: https://conduct.emory.edu/policies/index.html
If you or your student have been affected by hazing or are 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