



BLESSING-RIEMAN

College of Nursing & Health Sciences



Stop Campus Hazing Act

Hazing Prevention &
Awareness Program

Objectives

- Understand what hazing is and how it differs from team-building
- Recognize warning signs of hazing
- Learn impacts of hazing
- Identify prevention strategies
- Know reporting protocols and resources

What is Hazing?

- Any activity expected of someone joining/participating that humiliates, degrades, abuses, or endangers them, regardless of willingness.

Source: Allan & Madden, 2008

Hazing VS Team-Building

- Team-Building:
 - Inclusive, consensual, safe.
- Hazing:
 - Exclusion, coercion, risk, secrecy.

Source: Allan & Madden, 2008

Impacts of Hazing

- Physical: Injury, sleep deprivation
- Psychological: Anxiety, depression, PTSD
- Academic: Decreased engagement
- Social: Trust issues

Sources: Campo et al., 2005; Hoover, 1999

Why Hazing Persists

- Misconceptions about bonding/tradition.
- Fear of exclusion.
- Normalization within group culture.
- Lack of reporting

Source: Allan & Madden, 2012

Recognizing Hazing Behaviors

- Forced alcohol use
- Sleep deprivation
- Public humiliation
- Forced physical tasks
- Verbal abuse

Prevention Strategies

- Foster open dialogue
- Pre-season/semester agreements
- Safe, inclusive bonding
- Anonymous reporting systems
- Train leaders on prevention

Source: Allan & Kerschner, 2020

Prevention Strategies

- Anyone who witnesses hazing or a situation where hazing seems likely to occur is encouraged to call attention to the behavior and ask that it stop. Engage others to speak out against the behavior as well and seek assistance if necessary.
- Students who are members of organizations should remind other members that hazing is prohibited and step in if they see other members engaging in behavior that suggests hazing.
- Organization leaders should educate themselves about what behaviors constitute hazing and encourage group bonding activities that center around connection, such as board games, attending sporting events, laser tag, two truths and a lie, etc., not alcohol.

Legal & Campus Policies

- Hazing is illegal in 44+ states. (StopHazing, 2024)
- Hazing is prohibited by the College. The Illinois Hazing Act (720 ILCS 120) expressly prohibits certain hazing. The College defines hazing as intentionally, knowingly, or recklessly requiring the performance of any act by a student or other person at the College regardless of that person's willingness for the purpose of induction into, affiliation with, or maintenance of membership in any group, organization, or society associated or connected with the College if the act causes or creates risk above the reasonable risk generally associated with participation in typical College activities of physical or psychological harm.
- The State of Illinois' definition of hazing is below:
 - (a) A person commits hazing when he or she knowingly requires the performance of any act by a student or other person in a school, college, university, or other educational institution of this State, for the purpose of induction or admission into any group, organization, or society associated or connected with that institution, if:
 - (1) the act is not sanctioned or authorized by that educational institution; and
 - (2) the act results in bodily harm to any person.
 - (a-1) It is not a defense to a prosecution under subsection (a) that the person against whom the hazing was directed consented to or acquiesced in the hazing.
 - (b) Sentence. Hazing is a Class A misdemeanor, except that hazing that results in death or great bodily harm is a Class 4 felony.

(BRCN Campus Safety Policy 2025)

Reporting Campus Hazing

- School officials, including administrators, teachers, counselors, and support staff, must immediately report instances of hazing that they observe to the Student Services Officer or Blessing Hospital Security. All other members of the College community, as well as school administrators, are encouraged to report instances of hazing of which they become aware to the Student Services Officer or Blessing Hospital Security as well. This is a legal requirement, per Illinois law. 720 ILCS 5/12C-50.1.

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Investigation/ Discipline

- Hazing is a violation of the Student & Employee Code of Conduct policies and subject to the procedures for investigation and resolution of Code of Conduct matters.
 - You can find the Student Code of Conduct policy here:
 - https://www.brcn.edu/sites/brcn/files/users/user15/BRCN_Student_Code_Conduct_ICARE.pdf
- Findings that an individual has violated the hazing policy may be imputed to the relevant student organization for reporting purposes.

Reflection Scenarios

- Scenario 1: 3 AM 'fun run.'
- Scenario 2: Carrying seniors' bags.
- Scenario 3: Forced drinking games.

Reflect: Is this hazing? What should you do?

Commitment to Prevention

- Review Campus Safety and Student Code of Conduct policies.
 - <https://www.brcn.edu/current-students/program-catalog>
- Identify safe bonding alternatives.
- Commit to being active bystanders

References

- **References**

- Allan, E. J., & Madden, M. (2008). *Hazing in View: College Students at Risk*. Initial Findings from the National Study of Student Hazing.
- Allan, E. J., & Madden, M. (2012). *Hazed and Confused: What Students Don't Know About Hazing*. *About Campus*, 17(1), 2-8.
- Allan, E. J., & Kerschner, D. H. (2020). Hazing Prevention Framework: A Comprehensive Approach to Campus Hazing Prevention. *Journal of Student Affairs Research and Practice*, 57(3), 271-284.
- Campo, S., Poulos, G., & Sipple, J. W. (2005). Prevalence and Profiling: Hazing among College Students and Points of Intervention. *American Journal of Health Behavior*, 29(2), 137-149.
- Hoover, N. C. (1999). *National Survey: Initiation rites and athletics for NCAA sports teams*. Alfred University.
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Questions?

Thank you for your commitment to prevention

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