

A GUIDE
for students

Preventing Hazing

at Harvard

Student Life and Activities Office
Faculty of Arts and Sciences
Harvard University



HARVARD
COLLEGE

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Table of Contents

INTRODUCTION	3
Message from the Dean about hazing.....	3
“Hazing” - What is it and why are we talking about it?.....	5
WHAT THE HARVARD COMMUNITY NEEDS TO KNOW ABOUT HAZING	6
Massachusetts Criminal Hazing Law.....	7
Massachusetts General Laws, Chapter 269.....	7
What the law means for You.....	8
Harvard College Policy.....	9
Responsibility for Hazing.....	9
Other Relevant Policies	10
The Administrative Board.....	11
Possible Sanctions for Student Groups or Athletic Teams.....	12
Harms of Hazing.....	13
Alcohol, Drugs and Hazing.....	16
Obvious Dangers from Alcohol and drugs.....	16
Unexpected, Hidden, or Subtle Harms.....	19
Liability for Student Groups and Hosts.....	20
Special note on Accountability for harmful activities involving Alcohol or Drugs.....	20
Harvard College’s Medical Amnesty Policy.....	21
Conclusion.....	21
WHAT THE MEMBERS OF THE HARVARD COMMUNITY CAN DO	22
Guidance for Student Organizations and Athletic Teams.....	23
What to Avoid while Planning Activities.....	23
Alternatives to Hazing: Initiation and Teambuilding without Hazing.....	25
Practical steps every student organization and athletic team should take.....	30
Additional Resources for Your student Organization or athletic team.....	32
Guidance for individual students.....	33
Officers and upperclassmen.....	33
Prospective and New Members.....	34
Witnesses.....	35
Alumni.....	35
How to Recognize Hazing.....	36
How to Report Hazing.....	37
RESOURCES AT HARVARD	38
Professional Services.....	39
Peer Counseling Services.....	40

Introduction

A message from the Dean about Hazing

Student organizations and athletic teams play a vital role in the cultural, social, and intellectual life of Harvard College. That role is usually a positive one as groups and teams provide students with a group of friends with whom they share particular interests. These small groups frequently become a major part of students' undergraduate life. But joining a group can also be a profoundly negative experience if student organizations, social clubs or athletic teams knowingly or unknowingly haze their new or prospective members.

Student organizations and athletic teams may expect their new members or teammates to undergo a recruitment or initiation process that is believed to be rooted in tradition or is felt to be necessary to form strong bonds of friendship within the group. Though some initiation activities may have cultural and spiritual value and importance, others can be physically or psychologically dangerous. These activities will negatively impact lives in obvious or unforeseen ways. They interfere with studies. They tear apart the social fabric of the very groups and teams that plan them. Some of these activities constitute hazing, in which case they also violate the law.

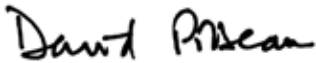
The simple fact is that the harms associated with hazing can and must be avoided. No Harvard student should ever have to prove to anyone that he/she is worthy of membership in any student group or team by participating in potentially dangerous activities. **Whether you are affiliated with an athletic team or a recognized or unrecognized student group, remember that hazing is illegal, and cannot be a prerequisite for holding membership or office in any Harvard organization. The only requirements should be talent and a desire to be involved.**

As members of the Harvard community, I encourage you to read this handbook carefully and become familiar with the Massachusetts law on hazing as well as Harvard's standards of conduct. There is also a new website (www.huhs.harvard.edu/hazing) with additional information about hazing and a listing of alternative activities that student organizations, teams, or clubs could use to build group harmony without jeopardizing the health and safety of individual members.

If you are an officer of a student organization or team, whether or not it is formally recognized by the College, **then it is your responsibility to see that hazing does not take place.** If you or someone you know has been required to participate in a membership ritual or requirement, then you need to understand your rights and responsibilities. This handbook, and the new website, are intended for students and student groups (and their officers), and for

faculty members, administrators, advisers, coaches and alumni. They provide information and resources and detail the numerous staff and offices prepared to support you.

Let me close this message by recognizing the hard work so many Harvard students put into making their student groups and athletic teams strong and successful organizations. This hard work benefits not just your organization, but the community in general. I want to encourage you to use the guidance in this handbook, but more importantly your own good intentions and judgment, to ensure that student groups and sports teams continue to make positive contributions to our community.

A handwritten signature in black ink that reads "David Pilbeam". The script is cursive and fluid, with the first letters of "David" and "Pilbeam" being capitalized and prominent.

David Pilbeam
Dean of Harvard College

HAZING - What is it and why are we talking about it?

Hazing is not just something that happens in Hollywood movies depicting life in fraternities and sororities. It can happen here at Harvard – in organizations as diverse as athletic teams, musical groups, social clubs, campus magazines and newspapers, and service organizations.

Hazing and related activities occur when a student is compelled to engage in conduct that is dangerous, harmful, or illegal in order to gain favor with any student group, student organization, or sports team.

As set forth fully in the next section, hazing is illegal and punishable under Massachusetts law by fine and/or imprisonment. The law prohibits any form of hazing in connection with initiation into a student organization, student group or student team; it applies both to officially recognized and unrecognized groups, and to practices conducted on and off campus. Importantly, consent is not a defense to any prosecution under this law, and failing to report hazing is also a crime. Massachusetts General Laws, c. 269 §§17-18.

Hazing can cause harm in many ways. Some dangers are obvious (physical trials, forced drinking; humiliating public tasks), but many potential harmful effects may not be as obvious and could trigger emotional or physical damage.

We believe wholeheartedly that members of student groups and teams want to provide a safe, positive experience for their teammates and colleagues. We support student initiative and creativity but we are also concerned about the safety and well being of our students and want to ensure that safeguards are in place and that all student groups and athletic teams have the necessary tools to make the right decisions about their activities.

This handbook is intended for all students involved with Harvard’s many student organizations and athletic teams (whether or not formally recognized by the College), including, for example: social clubs; musical groups; campus publications, service organizations, and varsity and club sports teams. It provides information to address the following questions:

- 1. What do you need to know about hazing?**
- 2. What can you do to prevent hazing on your campus?**
- 3. What campus resources are available to help you and your peers?**

*What the
Harvard Community
Needs to Know
about Hazing*

Massachusetts Criminal Hazing Law

Massachusetts General Laws, Chapter 269

Section 17: Hazing; organizing or participating; hazing defined.

Whoever is a principal organizer or participant in the crime of hazing, as defined herein, shall be punished by a fine of not more than three thousand dollars or by imprisonment in a house of correction for not more than one year, or both such fine and imprisonment.

The term “hazing” as used in this section and in sections eighteen and nineteen, shall mean **any conduct or method of initiation into any student organization, whether on public or private property, which willfully or recklessly endangers the physical or mental health of any student or other person. Such conduct shall include whipping, beating, branding, forced calisthenics, exposure to the weather, forced consumption of any food, liquor, beverage, drug or other substance, or any other brutal treatment or forced physical activity which is likely to adversely affect the physical health or safety of any such student or other person, or which subjects such student or other person to extreme mental stress, including extended deprivation of sleep or rest or extended isolation.**

Notwithstanding any other provisions of this section to the contrary, **consent shall not be available as a defense to any prosecution under this action.**

Section 18: Failure to report hazing.

Whoever knows that another person is the victim of hazing as defined in section seventeen and is at the scene of such crime shall, to the extent that such person can do so without danger or peril to himself or others, report such crime to an appropriate law enforcement official as soon as reasonably practicable. Whoever fails to report such crime shall be punished by a fine of not more than one thousand dollars.

What the law means for you

1. Hazing organizers and/or participants may face criminal or civil liability. ANY person who either organizes OR participates in an activity that meets the above definition may be prosecuted and potentially fined and/or sent to jail. Both individuals and organizations also may be subject to civil lawsuits and resulting financial liability.
2. Witnesses to hazing may face criminal or civil liability. Witnesses who do not report hazing activities also may be criminally prosecuted. Simply opting out and standing on the sidelines during dangerous or harmful activities is not enough. In addition, witnesses may be subject to civil law suits.
3. Harvard must obey the hazing laws. Harvard cannot and will not extend a protective bubble around student groups or athletic teams and allow them to engage in criminal conduct. If a particular activity appears to break the law, faculty, officers, and staff of Harvard College MUST report it to the police.
4. Hazing victims have rights. For a student who is the victim of hazing, the law provides a source of redress. Individuals may report allegations of hazing to the police. They may also bring a civil claim for damages if they have been harmed by hazing activities.

Responsibility for hazing

If you are an officer or a member in a student organization or athletic team at Harvard, it is your responsibility to make sure that hazing does not happen.

In the 2007–2008 *Handbook for Students*, pp. 407–8, the following new language appears (in bold):

The Administrative Board of the College will consider all reports of hazing in the normal course of this oversight, taking disciplinary action in appropriate cases, and will report confirmed incidents to appropriate law enforcement officials. **Where serious harm, or the potential for serious harm, has come to any person as a result of hazing by members of a student group or athletic team, whether or not such group or team is officially recognized by the College (either on campus or off campus), and the individual or individuals directly responsible are not identified, the host or hosts of the event or activity will be held personally responsible. If the hosts are also not identified, the officers of the organization or team will be held personally responsible. In considering such cases, the Administrative Board will apply the College’s amnesty policy (set forth within the section on Drugs and Alcohol, subsection “Disciplinary Action,”), and also may consider as mitigating factors with respect to possible disciplinary action the efforts made by the hosts or officers to prevent the harmful or potentially harmful situation, as well as their cooperation with the College’s investigation of the situation.**

There is also new language regarding the requirements for all student organizations and athletic teams, whether or not officially recognized, to provide contact information and to sign the non-hazing attestation form:

Students are advised that Massachusetts law expressly prohibits any form of hazing in connection with initiation into a student organization or athletic team. The law applies to all Harvard student groups or athletic teams, whether or not officially recognized, and to practices conducted both on and off campus. **All such student groups or teams (including not only groups officially recognized by the College but also club sport teams, final clubs, fraternities, sororities and the like) must provide the Office of the Dean of Harvard College with contact information for all undergraduate officers by October 31, and must sign and return to the Office of the Dean of the Harvard College the College’s non-hazing attestation form by December 15.**

Note: The Department of Athletics will collect this information for members of athletic teams and club sport teams, and will provide it to the Office of the Dean of Harvard College.

Other relevant policies

Please note: Conduct need not meet the legal definition of hazing to violate Harvard College’s expectations for appropriate behavior. All student activities related to membership in a student group or team (such as recruiting, new membership, and elections) **must comply with all applicable Harvard rules and community standards.** All Harvard students should be familiar with the Standards of Conduct detailed in the *Handbook for Students*.

Additional Harvard College policies on activities that involve alcohol and drug consumption are presented later in this handbook in the section titled “Alcohol, Drugs, and Hazing.”

The Administrative Board

The Administrative Board of Harvard College will consider reports of hazing in the course of its normal oversight of student conduct. The College will determine whether the conduct in question met the definition of hazing under Massachusetts law and will take disciplinary action where appropriate. The College will report confirmed hazing incidents to the appropriate law enforcement agency.

Any Harvard student found to have organized or participated in a hazing activity may face disciplinary action up to and including requirement to withdraw.

Reports of hazing may reach the Administrative Board from several sources, including victim complaints, witness complaints, and reports from officers of the College.

Each potential instance of hazing will be evaluated on a case-by-case basis according to the procedures set forth in the Administrative Board's *Guide for Students*. The following are examples of the kinds of questions Harvard College officials might consider in determining whether conduct will be considered hazing:

1. **Did the conduct in question concern a student group or athletic team, whether recognized or unrecognized?**
2. **Was the conduct a method of initiation? Was the activity a condition of admission, continued membership, or favorable treatment in a student group or team?**
3. **Was the conduct willful or reckless? Did the behavior demonstrate rashness or heedlessness? Did the students organizing or participating in the activity know that it could result in potential injurious or harmful consequences? Alternatively, did the students organizing or participating in the activity ignore, or fail to think carefully about, potential injurious or harmful consequences?**
4. **Did people feel coerced into participating in the activity?**
5. **Was the activity likely to adversely affect a person's physical health or safety?**
6. **Did the activity subject people to extreme mental stress? Could the activity be seen as intimidating or humiliating?**

The law provides the following examples of hazing activities: whipping; beating; branding; forced calisthenics; exposure to the weather; forced consumption of any food, liquor, beverage, drug or other substance; extended deprivation of sleep or rest; and extended isolation. Other examples of potential hazing activities include:

- Kidnappings and abductions;
- Confinement;
- Sexual acts or simulations;
- Wearing uniforms or clothing clearly inappropriate to the circumstances or typically worn by persons of the opposite gender;
- Running personal errands or other acts of personal servitude for current or senior members of an organization; and
- Assigning unwanted nicknames and other forms of verbal abuse.

Possible sanctions for student groups or for athletic teams

In addition to the possibility of disciplinary action against individual members who plan and organize hazing activities, and against officers held accountable for an organization's hazing activities, recognized student groups or teams may face sanctions from the College and/or the Department of Athletics. Student groups or teams implicated in hazing risk having their recognition revoked. They may have limits placed on the types of activities they can host, and can lose access to Harvard spaces. The Department of Athletics may impose further sanctions on athletic teams or team members.

Harms of Hazing

Student groups (meaning student organizations, student social clubs, and teams) may engage in hazing activities with the best of intentions – perhaps looking to build team spirit or to make their new or potential members feel like a part of something important. But, regardless of their intent, by engaging in hazing, these groups put their peers and teammates at risk, both physically and emotionally. Forced alcohol or drug consumption, which presents serious risks to students’ health, is addressed separately in the next section. With that exception, what follows are just a few of the myriad physical and psychological harms that may result from some kinds of hazing activities.¹ Obviously, this is not intended to be a comprehensive list; other types of conduct not listed below also may endanger students’ physical or mental health or safety.

Physical Activity

Forcing new or potential members of a student group or athletic team to perform calisthenics or other physical activities, such as running or wrestling, may lead to injuries, headaches, heat exhaustion, dehydration, or even something as severe as seizure or coma.² New or potential members (even new or potential members of sports teams or clubs) may not have had a recent physical examination and/or may be at extreme risk of injury or illness brought on by physical activity.

Dangerous Tasks

Any activity that tests physical strength or courage, if not managed by a trained professional, puts new or potential members at risk. Indeed, these kinds of activities can be outright deadly. For example, forcing students to climb roofs, ledges, or bridges (especially in combination with alcohol or drug consumption) can easily lead to death or life-altering injury. Similarly, making students attempt “trust falls” or “confidence climbs” on makeshift obstacles and/or without proper supervision and safety equipment can lead to serious harm.

Sexual Assaults and Simulations

Any kind of forced sexual assaults, whether against new or potential members of a student group or team or against persons outside of the group or team, can lead not only to physical harm or trauma, but also to extreme psychological distress.³

¹For more on the harms of hazing, see Hank Nuwer, *Wrongs of Passage: Fraternities, Sororities, Hazing and Binge Drinking*. (Indianapolis: Indiana Univ. Press, 2001), 1-360. See also Susan Lipkins, *Preventing Hazing: How Parents, Teachers, and Coaches Can Stop the Violence, Harassment, and Humiliation* (San Francisco: Jossey-Bass, 2006). For more on reasons groups may haze, see Cornell University, Hazing.Cornell.edu: A revealing look at hidden rites, <http://www.hazing.cornell.edu/issues/arguments.html>.

²Michelle Finkel, “Traumatic injuries caused by hazing practices,” in *The Hazing Reader*, Ed. Hank Nuwer (Bloomington: Indiana University Press, 2004), 171-183. See also Cornell University, Hazing.Cornell.edu.

³See Susan Lipkins, *Preventing hazing: How parents, teachers, and coaches can stop the violence, harassment, and humiliation* (San Francisco: Jossey-Bass, 2006).

Moreover, such actions may lead to the spread of sexually transmitted infections and/or unintended pregnancies.⁴ Simulated sexual assaults or sex acts can have the same psychological effect as the activities they imitate.⁵

Consumption of food, water, and other substances (non-alcoholic)

Forcing individuals to consume large amounts of food or drink, or non-food substances, is inherently dangerous. Students may have unknown allergies or other medical conditions. Even something as apparently harmless as water can be deadly – the rapid intake of too much water can lead to water-intoxication (water poisoning) and death. In the past five years, at least two deaths have occurred on college campuses as a direct result forced water consumption.⁶

Exposure to Inclement Weather

New England is well known for extreme weather conditions. The heat and the cold can both lead to serious injury if students are forcibly exposed to the elements – especially when equipped with inappropriate clothing (for example, swimsuits in the winter or heavy, restrictive clothing in the warm spring or summer months).

Kidnapping and Isolation

Kidnapping, like assault, is a crime independent of its association with any hazing practice. Restraining someone with duct tape or other bonds can easily lead to injury (duct tape can strip off hair and skin and cause burns). Harvard is in an urban environment, and leaving students in an area with which they are not familiar can lead to all sorts of dangers. Confining someone in an enclosed space is criminal conduct and can cause severe stress (and physical harm, depending on the space used).

Harassment and Humiliation

Whether it is being yelled at, or being asked to wear clothing typically worn by members of the opposite gender, hazing that embarrasses new or potential members of a student group or team can be harmful to their emotional well-being. Students may experience feelings of anxiety, confusion, fear, anger, or depression from these hazing practices, as well as difficulties in concentrating and poor academic performance.⁷

⁴Finkel, “Traumatic Injuries,” 176-177.

⁵See Lipkins, *Preventing Hazing*, 24-26,

⁶Meridith May, “CHICO fraternity pledge died of water poisoning,” *San Francisco Chronicle*, 4 Feb 2005, <http://sfgate.com/cgi-bin/article.cgi?file=/c/a/2005/02/04/BAGNSB576121.DTL>.

⁷Kevin Guynn and Frank Aquila, *Hazing in High Schools: Causes and Consequences* (Bloomington, Indiana: Phi Delta Kappa Educational Foundation, 2004), 1-71. See also Cornell University, [Hazing, Cornell.edu](http://Cornell.edu).

Hidden Harm

As shown above, in addition to the obvious harms associated with some hazing activities, there may also be unintended consequences of hazing activities that place students in immediate peril. But further, hazing can affect peers and teammates in unforeseen and more subtle ways.

Sleep deprivation, alcohol and drug consumption, and other hazing abuses can be traumatic for all students, regardless of their mental health status. But more and more students arrive at college managing some form of mental illness or similar difficulty.⁸ In fact, 14.5 percent of enrolled students across the country have been diagnosed with depression—a form of mental illness—according to the results of the 2006 National College Health Assessment (N=23,863).⁹ When these students are recruited into organizations or athletic teams that haze, the stress and challenges that accompany hazing activities may exacerbate a preexisting mental condition or trigger a new one.¹⁰ A hazing incident might also jolt a student's memory of an earlier stressful life experience, such as domestic abuse.

An activity that seems innocent to some may cause pain and suffering to others.¹¹ For instance, expecting students to run naked through the Quad during a new member process may appear to be a silly tradition for an organization or team. However, this ritual could create real emotional trauma for a particular member, triggered by the memories of an experience of childhood sexual abuse. Similarly, new member activities that involve expressions of homophobia could easily create significant discomfort for new members who are gay or exploring their sexuality.

⁸Travis Apgar and Ross Szabo, "What We Don't Know Can Hurt Us Most: The Hidden Harm of Hazing" in *National Hazing Prevention Week Student Resource Guide*. 3rd ed., Ed. Dan Bureau (Aurora, CO: Campuspeak, 2007), 28-30, http://www.campuspeak.com/programs/hazing/guides/nhpw_student_2007.pdf.

⁹American College Health Association – National College Health Assessment: Reference Group Executive Summary, Fall 2006. (Baltimore: American College Health Association, 2007), http://www.acha-ncha.org/docs/ACHA-NCHA_Reference_Group_ExecutiveSummary_Fall2006.pdf.

¹⁰See Apgar, "The Hidden Harm," 28-30. See also Lipkins, *Preventing Hazing*.

¹¹Guynn, *Hazing in High Schools*, 1-71.

Alcohol Drugs and Hazing

Alcohol and/or other drugs create many problems when used by student groups or teams during recruitment or new member activities. First of all, forcing or pressuring recruits, new members, or new officers to drink or take drugs is a form of hazing in itself. Secondly, alcohol and/or drug consumption facilitates the use of unacceptable, and often severe, hazing practices. **Alcohol and other drugs can embolden persons who are hazing and put those being hazed in extreme danger.**

There are two contexts through which the consumption of alcohol and/or other drugs plays a role in hazing:¹²

Indirect: When members or recruits of an organization or team feel pressured to consume alcohol or drugs or when they model their drinking or drug-taking behaviors to match that of persons whom they admire or seek to impress (e.g. alcohol is served at an athletic recruitment event where high school recruits feel compelled to drink to gain acceptance by their teammates). It is important to note that one experimental study suggests that **peer pressure is “the most consistent and potent predictor of the frequency and consumption of alcohol” among first-year students.**¹³

Direct: When new members of an organization or team are forced to consume alcohol or drugs or are threatened with punishments for not drinking or taking drugs (e.g. new members are locked in a basement and told to finish a handle of vodka before they are set free).

Obvious dangers from alcohol and drugs

Alcohol poisoning is probably something that you have heard of but perhaps have never seen or experienced. Alcohol is a type of depressant that slows some of the body’s functions like breathing or the gag reflex, as well as some vital organs. Alcohol poisoning occurs when someone consumes so much alcohol that his or her heart and lungs slow down or even stop functioning. The amount that causes poisoning is different for each person. However, the important thing to remember is that **alcohol is an extremely powerful drug, and can be extremely hazardous if not consumed in moderation.**¹⁴

¹²See Brian Borsari and Kate Carey, “Understanding Fraternity Drinking: Five Recurring Themes in the Literature, 1980–1998,” *Journal of American College Health* 48 (1999): 1-8. See also Finkel, “Traumatic Injuries,” 177.

¹³Patrick Sherry and Victor Stolberg, “Factors affecting alcohol use by college students,” *J Coll Stud Personnel*. 28.4 (1987): 350-355, 353.

¹⁴See National Institute on Alcohol Abuse and Alcoholism, Facts About Alcohol Poisoning. www.collegedrinkingprevention.gov. See also Cynthia Kuhn et al., *Buzzed: the straight facts about the most used and abused drugs from alcohol to ecstasy*. (New York: W.W. Norton & Company, 2003).

Symptoms of Alcohol Poisoning

1. Person is known to have consumed large quantities of alcohol in a short period of time.
2. Person is unconscious and cannot be woken.
3. Person has cold, clammy, unusually pale or bluish skin.
4. Person is breathing slowly or irregularly.
5. Person vomits while passed out.

Severe impairment from drug ingestion, including overdoses can present in a variety of ways, depending on the kind of drug taken. As for alcohol, the amount of a drug that causes severe impairment is different for each person. For a list of commonly abused drugs, their intoxication effects, and potential health consequences, see: www.drugabuse.gov/DrugPages/DrugsOfAbuse.html.

Overdose Potential for Certain Drugs¹⁵

1. *Belladonna hallucinogens* (atropine and scopolamine) can be lethal in the usual amounts people ingest for intoxication; PCP can also be lethal at high doses, causing seizures, coma, or a psychosis-like state that can last for some days.
2. Opiate overdose can be lethal when breathing slows to the point that it ceases.
3. *Sedatives*, such as benzodiazepines, can be lethal when combined with other depressants, including alcohol.
4. Overdose potential with *stimulants* is high, and can lead to seizures, sudden cardiac death, stroke, or failure of breathing.

What to do in case of suspected alcohol poisoning or drug overdose

1. Call HUPD (617-495-1212) or 911.
2. Take the person to Harvard University Health Services (HUHS).
3. Do not leave the person alone.
4. Do not let them sleep on their back.
5. Do not try to get them to eat.

As noted later in this Handbook, the College does not want students to fail to seek medical care for those who are intoxicated or drug-impaired because they fear disciplinary repercussions. The College recently formalized its long-standing amnesty policy on this issue (page 400 in the 2007-2008 *Handbook for Students*; page 20 below).

Group activities that involve direct or indirect pressure to drink or take drugs can increase the risks of alcohol poisoning, drug overdose, or severe intoxication.

¹⁵Kuhn et al., *Buzzed*.

Most of the time when you are drinking, you are aware of the amount of alcohol your own body can typically handle. So, you can set a limit for what you intend to drink and keep track of the number of drinks you consume. In fact, 86% of Harvard students keep track of how many drinks they consume in a night, according to the 2006 National College Health Assessment (N=2,770).¹⁶ Similarly, you may understand your own body's tolerance for various drugs.

Although you may know your own limit and try not to exceed it, others who are forcing or pressuring you to drink or take drugs may not.

Organized drinking (or drug-taking) activities often do not account for the fact that alcohol and/or other drugs impact different individuals at different rates and with varying degrees of severity, depending upon several factors, such as body type, gender, mood, heredity, and prior food consumption.¹⁷ Thus, coercion or encouragement may push a person past his/her limit and lead to medical emergencies or even death.

Injuries. Alcohol and drugs negatively affect physical coordination. Routine tasks, such as walking down stairs, can become dangerous if someone is impaired by alcohol or drugs. When impairment is combined with strenuous or hazardous activities, and impaired judgment (see "risk taking" below), the dangers may grow exponentially. Alcohol and drug-related injuries are very common, for example:

- In 2001, **1 out of 10 college students** (that's 599,000 students across the US!) had an injury due to their own drinking.¹⁸
- At Harvard, **11.7% of students** injured themselves as a consequence of their own drinking, based upon the 2006 National College Health Assessment.¹⁹

Additionally, alcohol dulls the nervous system so that injuries and other hazards are difficult to detect. As an example, alcohol reduces sensitivity to heat or cold while simultaneously making the human body more susceptible to temperature-related injuries.²⁰ As a result, an intoxicated student might easily suffer from hypothermia without even being aware. Other drugs can also alter the perception of those taking them in a variety of ways with great potential for harm.

¹⁶ American College Health Association-National College Health Assessment: Harvard University Unpublished Results (Baltimore: American College Health Association, 2006).

¹⁷ Kuhn et al., *Buzzed*, 31-58.

¹⁸ Ralph Hingson, et al., "Magnitude of Alcohol-Related Mortality and Morbidity Among U.S. College Students Ages 18-24: Changes from 1998 to 2001," *Annual Review of Public Health* 26, (2005): 259-79.

¹⁹ National College Health Assessment (2007)

²⁰ "Cold Weather" in *Sustaining Soldier Health and Performance in Southwest Asia*, U.S. Army Medical Research & Materiel Command, <http://www.usariem.army.mil/swasia/cold.htm>.

Unexpected, hidden or subtle harms

Aside from the immediate physical danger that alcohol and/or drug consumption can create, group members or teammates may also be put at risk in ways that are easy to overlook:

You cannot predict how someone will respond to alcohol or drugs.

Hazing always carries the risk of hidden harms – and activities that include alcohol and/or drugs are no exception. Organizers and officers might have no idea about certain aspects of a recruit’s or new member’s background or personal goals. They cannot know the role alcohol or drugs have previously played in that person’s life. Alcoholism or drug addiction might run in his/her family. Alcohol and/or drug consumption might have led to prior abuse. Many students set goals or make pledges to avoid consuming alcohol or drugs. Introducing alcohol or other drugs, and encouraging consumption, may open old wounds or create new ones for such students.

Risk Taking. When there is a rapid accumulation of alcohol or drugs in the brain, some of our abilities to think clearly or make informed decisions may be challenged.²¹ Thus, when intoxicated or under the influence of drugs, the members and officers who are organizing and leading hazing activities may not realize the risks for those who are being hazed.

Alcohol and/or drug consumption also compromises the judgment of new or potential members, who may agree to participate in an activity that they might normally avoid when sober.

Regrettable Actions. By impairing judgment and reducing inhibitions, alcohol and drugs have a way of leading people to take actions they later regret.²² In fact, nearly 31% of Harvard students who drink reported that they did something that they later regretted after drinking alcohol, according to the 2006 National College Health Assessment.²³

In the context of hazing, when those who haze are drunk or otherwise impaired, they may do things to others that they later regret. Alcohol and/or drugs may make it seem like certain hazing activities are not dangerous, when in fact, they really can lead to disaster. Those who haze may later feel guilt or remorse for the ways that they treated others.²⁴

²¹Kuhn et al, *Buzzed*, 31-58.

²²Tim Marchell, presentation “Hazing: A revealing look at hidden rites,” Harvard University, Cambridge, MA, 6 April 2006.

²³National College Health Assessment (2007).

²⁴Marchell.

Liability for student groups and hosts

The drinking age in the state of Massachusetts is 21. Many recruits and new members are under the legal drinking age, so providing alcohol at activities is against the law, regardless of whether underage students are pressured or coerced to drink.

It is also illegal, under both state and federal law, to manufacture, distribute or possess a variety of controlled substances, and very significant criminal penalties apply to this behavior. These laws and penalties are summarized in other materials provided by the College, but you should be aware, for example, that under federal law, conviction for distribution of a controlled substance to persons under 21, or distribution or possession with intent to distribute in or near a college carries with it a mandatory prison term (with mandatory life imprisonment for a third conviction). Federal law also provides for greatly heightened prison sentences for manufacture and distribution of certain drugs if death or serious bodily injury results from their use.

SPECIAL NOTE ON ACCOUNTABILITY FOR HARMFUL ACTIVITIES INVOLVING ALCOHOL OR DRUGS

Students involved in recognized and unrecognized groups and teams are reminded of a new provision in the 2007-2008 *Handbook for Students*, p. 400:

Where serious harm, or the potential for serious harm, has come to any persons as a result of consumption of alcohol or drugs at an event held, sponsored, organized or supported by a student group or athletic team, whether or not such group or team is officially recognized by the College (either on campus or off campus), and the individual or individuals directly responsible are not identified, the host or hosts of the event will be held personally responsible. If the hosts are also not identified, the officers of the organization or team may be held personally responsible. In considering such cases, the Administrative Board will apply the College's amnesty policy (described below), and also may consider as mitigating factors with respect to possible disciplinary action the efforts made by the hosts or officers to prevent the harmful or potentially harmful situation, as well as their cooperating with the College's investigation of the situation.

The bottom line is that if a student group or team promotes an activity that involves dangerous drinking, or the use of other dangerous drugs, student leaders in that group may be individually sanctioned by the college, regardless of the level of their direct involvement.

Importantly, however, the College does not want students to fail to seek medical care for those who are intoxicated or drug-impaired because they fear disciplinary repercussions. To make clear that the health and safety of our students is paramount, the College has formalized its long-standing amnesty policy on this issue:

Harvard College's Medical Amnesty Policy

Students may bring an intoxicated or drug-impaired friend to University Health Services or to a hospital, or seek assistance from College residential life staff or HUPD, and by doing this, neither they nor the friend will face disciplinary action from the College for having used or provided alcohol or drugs.

Conclusion

Alcohol and/or other drugs should not be part of recruitment or new member activities promoted by any student organization or athletic team at Harvard College.

*What Members of the
Harvard community
Can Do*

Guidance for student organizations and athletic teams

Because it is impossible to create a comprehensive list of potentially harmful activities, it is important for each student organization and athletic team to constantly evaluate how it recruits and welcomes new members.

There are two ways to frame this discussion. One is to focus on the negative – on avoiding activities that can actually harm the other students you hope to call “teammates” or “colleagues” and that may get you and your group or team in trouble.

The other way is to focus on what you want to accomplish with your activities – whether recruiting, initiating, or team-building. If you are focused on your positive objectives, most hazing activities will not make sense.

What to Avoid While Planning Activities

Here are the questions you should ask yourself as an officer, member, or perspective member of a student group or athletic team when evaluating an activity.²⁵ If the answer is yes to any of these, then you should probably reconsider the activity.

1. If you previously were asked to participate in a similar activity, did you have reservations?
2. Does the activity have the potential to cause any kind of psychological distress through humiliation or intimidation?
3. Could the activity cause any kind of mental stress due to sleep deprivation (e.g. not allowing individuals to sleep for at least six consecutive hours) or extended isolation?
4. Does the activity involve any kind of physical exertion (e.g. forced calisthenics)?
5. Does the activity involve any kind of physical abuse (such as paddling or exposure to extreme weather)?
6. Does the activity pose a threat to the safety of your organization or team’s members or to any other person?

²⁵See StopHazing.org, “Myths & Facts About Hazing,” <http://stophazing.org/mythsandfacts.html>.

7. Are you asking anyone to do something that is illegal?
8. Would you have any reservations about describing the activity to your House Master or Allston-Burr Resident Dean?
9. Are new members coerced, pressured, or encouraged to consume alcohol or any food, liquor, beverage, drug or other substance?
10. Would you be concerned if the activity were to appear on the front page of *The Crimson* or *The Boston Globe*?

Thoughts to consider:

1. Take a step back and think about your group's mission or purpose. Whether it's to produce a journal or have a winning season, think about how hazing can detract from your goals. If your team or organization is caught hazing, there may be repercussions that could jeopardize the status of your organization or the future of your athletic season. You wouldn't want hazing to prohibit you from participating in an activity or playing a sport that you love. Someday as an alumnus, you may want to return to Harvard to visit your group's headquarters or reunite with former colleagues – which would not be possible if your group or team were disbanded because of hazing activities.
2. It is possible that alumni may put pressure on your organization to use hazing practices if they themselves were hazed. But it is right for your group to challenge these alumni. Communicate to them that there are provisions in the *Handbook for Students* prohibiting hazing that did not exist while they were at the College. Also, make it known that your organization is headed in a new direction and wants to conduct itself through ethical practices that do not pose harm to its members.
3. Recruitment is the lifeblood of your organization. There may be many more individuals interested in joining your organization or trying out for your team than you are aware, but who are intimidated by a new member process due to anecdotal reports of hazing. Why weed out future members or athletes from your group or team even before they have the chance to demonstrate their interests/talents?

Alternatives to Hazing: Initiation and Teambuilding without Hazing

New members who join an organization or athletic recruits who are welcomed to a team will likely seek opportunities to become acquainted with their fellow group members or teammates. Student officers or team captains can organize activities that foster these new connections. **However, remember that building group cohesiveness can be accomplished without hazing.**

Through hazing-free traditions, all members of a group or team—both new and old—can feel satisfaction and experience positive emotional growth. Meaningful rites of passage can instill a sense of group loyalty among new members without subjecting them to any psychological or physical harm.

Ask yourself or other members:

1. What does your organization or team want to accomplish?

- Recruit and retain quality members.
- Promote unity and loyalty.
- Provide familiarization with the group or team.
- Pass on organizational knowledge and history.
- Develop friendships through shared experiences.
- Personal growth through challenging activities.
- Help new members or teammates feel welcome at Harvard.

2. What are some safe, productive activities that will achieve these goals?

Look to the many [alternatives to hazing](#).

Whether you are part of a group or team that has never hazed its members, or part of a group or team that is trying to break away from hazing practices, below is a list of suggestions for non-hazing teambuilding activities. *Note that these activities are free of drugs and alcohol, and that they do not involve deceiving new members or teammates.* Also, participation in these activities is achieved without pressuring or coercing new or potential members.²⁶

²⁶For more on these and other activities, see Cornell University, “Hazing at Cornell: Ideas for Alternatives to Hazing,” <http://www.hazing.cornell.edu/organizations/ideas.html>, and Allison Swick-Duttine, “100 Ways to Create Good Members without Hazing,” <http://www.campuspeak.com/programs/hazing/documents/HazingAlternatives.doc>. See also Jay Johnson and Patricia Miller, “Changing the initiation ceremony” *In Making the team: Inside the world of sports initiations and hazing*, Eds. Jay Johnson and Margery Holman (Toronto: Canadian Scholars’ Press Inc., 2004), 155-175.

Surviving the Elements or simply getting away from campus

Outdoor Programs

According to Harvard's former Director of Freshman Outdoor Programs, Brent Bell, outdoor education programs, in particular, can provide students with "a sense of accomplishment, and a strong connection to other students and the institution. In short, wilderness orientation programs provide the beneficial elements of hazing – those qualities that perpetuate its practice despite ongoing efforts to eradicate it – without hazing's abusive and often dangerous side effects."²⁷

Moreover, outdoor education programs provide participants with challenging, meaningful, and ethical activities that do not involve the same kinds of harms to participants that arise from hazing. An extensive analysis of prior research on outdoor adventure programs suggests that participation in adventure programs can increase participants' sense of leadership, self-confidence, independence, assertiveness, and friendliness, in addition to participants' interpersonal communication skills and abilities to cooperate with a group.²⁸

Your group can avail itself of an existing outdoor education program, or simply take advantage of the venues for mountain biking, skiing, snow tubing, and kayaking that abound in the greater Boston area.

Camping/Hiking Trips

From the Berkshires to the White Mountains, New England contains a plethora of hiking trails and campgrounds. Why not organize a substance-free camping or hiking adventure that new members and current members can enjoy together? Rent or purchase equipment and supplies from local retail stores to support your group or team's journey. Charter a bus or van to transport your team or organization to its destination. An annual camping trip can become a revered tradition.

Retreats

Consider hosting a retreat, at which your group reflects on past activities and decides in which direction to head. A retreat can provide an ideal setting for ensuring that all members of your organization or team can express their

²⁷Brent Bell, "Wilderness Orientation Programs Provide an Ethical Alternative to Hazing," *E-Source for College Transitions* 2 (2004): 1-2, [http://nrc.fye.sc.edu/esource/pdf/pdfES02/2\(3\).pdf](http://nrc.fye.sc.edu/esource/pdf/pdfES02/2(3).pdf).

²⁸John Hattie et al., "Adventure education and Outward Bound: Out-of-class experiences that make a lasting difference," *Review of Educational Research* 67 (1997): 43-87, <http://wilderdom.com/abstracts/Hattieetal1997AdventureEducationMetaanalysis.htm>

opinions, beliefs, and concerns. Retreats also provide excellent opportunities to conduct teambuilding and leadership development activities.

Lending a Hand

Community Service

Whether it's hosting a 3-on-3 basketball tournament to benefit a charitable society or organizing an event as simple as a neighborhood cleanup, service opportunities are effective ways for new and current members to bond while supporting worthy causes. Harvard's Public Service Network at the Phillips Brook House can help your organization or team get involved in a community service project. Alternatively, contact your house's Public Interest/Public Service tutor for additional ideas.

Inexpensive fun

Scavenger Hunts

There's a lot of land to explore outside the gates of Harvard. Not only does Cambridge hold many sites worth visiting, but the greater Boston area boasts numerous attractions that appeal to students. Coordinate a photo scavenger hunt, through which teams of four to six compete to capture photographs of as many sites and items of interest on a list as possible. To create more of a challenge, provide clues that will lead participants to a particular destination. For the scavenger hunt to hold meaning for participants, try to incorporate some items that are relevant to the history of your organization or team.

(Note that scavenger hunts that involve tasks that are potentially embarrassing or humiliating (e.g. sex related), or any kind of theft or other illicit activity, may be hazing.)

Recreational sports

Take advantage of the plethora of recreational activities that Harvard offers. Even if you are part of a varsity, club, or recreational team, challenge your group to try a different sport or activity, perhaps a game of snow football, dodge ball, or even a group Olympics, including a tug-of-war contest and diving competition in the M.A.C. An organization or team could even setup a game of broom ball (a celebrated twist on ice hockey) at one of the local Cambridge hockey rinks. These are just some of the many examples that are out there.

Connecting to the outside world

Alumni Networking Events

As you know, Harvard has an incredible alumni base and many alumni may have at one point affiliated with your team or organization. Many are likely itching to return to campus and re-connect with their friends. Invite them back to Cambridge for a weekend and host a networking event, at which undergraduates can socialize with alumni. A simple conversation with an alumnus may lead to some lucrative job prospects. And if the time and interest is there, a trip to New York City or other metropolitan area to meet with a group of alumni can be an exciting adventure. Again, charter a bus or use public transportation to get there.

Motivational Speakers

Ask an alumnus of your organization or team, or a practitioner from an industry in which your group's members hold interest to come and speak about his or her personal and professional experiences. Perhaps a local professional athlete might be willing to connect with your team about challenges that professional athletes face. Other ideas for speakers include persons teaching a particular skill set, from business etiquette to resume writing.

Parents/Family Weekend

Parents and other family members often show a keen interest in how their son or daughter spends free time at Harvard. Rather than telling them over the phone, invite them to Harvard for a weekend to show them. A team or organization can set up events from a family brunch to a hike through Harvard's Arnold Arboretum in Jamaica Plain.

Getting to know each other

Interviews

At times, it might feel intimidating for new members of an organization or team to approach more senior members. Help make the getting-to-know-you process easier by creating opportunities for new members to interview other students who are affiliated with a team or group. Interviewers can ask a variety of questions, ranging from personal to intellectual to social interests. Interviews should be optional for all participants and should occur at times that are mutually convenient for all those involved.

Informal Social Events

There are many other ways for members of a team or organization to gather informally. The key is providing fun and non-threatening opportunities for you and your peers to coalesce. Some ideas include:

- Movie nights
- Watching the game on TV or supporting a Harvard team
- Group lunches or dinners
- Weight training or cardio sessions
- Bowling
- Hanging out and telling stories

Celebrate your organization or team history

Team Trivia

After researching your organization's history, setup a trivia night through which your organization or team competes to answer questions related to your group's history. Alternatively, hold a trivia contest using questions related to members' past experiences and current interests.

Practical steps for every student organization and athletic team

College is short and should ideally be a memorable and fun experience. Your group is encouraged to have fun and enjoy their few years at Harvard. But certain activities that seem fun may come with costs. Thus, your group may want to determine ways to reduce any risks that may arise from unsafe new or potential member activities. It is strongly recommended that groups appoint one officer whose sole responsibility is implementing the following three suggestions.

1. Develop a risk management protocol

Make a written checklist of procedures for your group or team to follow so that it can minimize the chance of someone getting sick or injured from any activity and to know what to do should an emergency happen.

At every event, there should be at least one officer or member who is responsible for making sure your group's procedures are followed. That person should also be present and prepared to take action or summon assistance in any emergency. Everyone in your group or team should know who to call and where to go if someone at your event needs help. One or more members must always be specifically prepared to support a severely intoxicated or impaired member/guest should he or she need help.

For more ways to reduce harm to your members that can arise during social events, please refer to College's publication, *Managing Events with Alcohol*.

2. Establish a standards board

Your organization or team may want to create a standards board consisting of a group of at least three non-officers. This board would decide whether certain activities in which your group engages are acceptable or unacceptable. This board should be well versed in the applicable hazing laws and policies. It might also meet with individuals who have allegedly engaged in questionable or unacceptable hazing activities, regardless of whether these activities were sanctioned by the group's officers. By setting up a standards board, an organization or team can keep its members in check and establish its own internal process that does not depend upon the leadership of the group's officers, who may be leading or condoning hazing activities.

3. Develop an officer transition program

When new officers or team captains are elected or appointed, your group may want to train them through an officer transition program. The purpose of this program is to pass down knowledge from outgoing officers to the incoming slate of leaders. Now, recognizing that hazing can often be a cyclical process—with hazing activities passed down from year to year—your group may want to train new officers to lower the bar and make new member and recruitment activities less likely to cause harm.

Through a sound officer transition program, incoming officers can shadow their incumbents and meet with them periodically to discuss their new position and anticipate the challenges that lie ahead of them. With the knowledge they receive, incoming officers will feel prepared to lead their organizations or teams and show respect for their colleagues.

Anti-Hazing Form

The 2007–2008 *Handbook for Students* makes it mandatory for all student organizations, social clubs, and teams to complete and submit a hazing non-attestation form to the Dean’s Office by December 15, in addition to submitting a list of officers of your organization or team (for both recognized and unrecognized groups) by October 31. You and the members of your group or team should strive to comply with Harvard’s policies on hazing and create meaningful, non-hazing activities. The Department of Athletics will collect this information for members of athletic teams and club sport teams, and will provide it to the Office of the Dean of Harvard College.

Additional resources for your student organization or athletic team

Remember that your group is not alone at Harvard. There are many resources at Harvard and across the nation to support you in trying to develop new non-hazing activities.

Harvard College Hazing Prevention Workshops

Beginning in the fall of 2007, the College will offer workshops for groups and teams and their officers. These workshops will help you tailor recruitment and initiation activities to comply with the law and Harvard policies and make a positive impact on new members.

Additionally, workshops will be available to bring together officers from different student groups and teams for discussion and debate – to hammer out just what students feel is appropriate conduct in the Harvard community. Workshops will also provide students with opportunities to further evaluate their recruitment, new member, and officer transition programs and receive consultation on how to minimize any risks to individuals due to unsafe activities.

More information on these workshops is available through the Student Activities Office or the College's new hazing prevention website: www.huhs.harvard.edu/hazing.

Retreat and Outdoor Activity Planning

For advice and to answer your questions related to planning retreats and outdoor education, contact any of the following Harvard staff members:

- Susan Marine, *Director*, Harvard College Women's Center, (617) 496-2029
- Jessica Ross, *Director*, First-Year Outdoor Program, (617) 495-7935
- Craig Rodgers, *Counselor*, Bureau of Study Counsel, (617) 495-2581
- Julie Wilson, *Programs Manager*, Graduate School of Education Human Resources, (617) 495-9082

Alumni

Remember that there is a large network of Harvard alumni, including former members of your group or sports team, who may be available to support you in your non-hazing endeavors. Some of these alumni may have ideas for you regarding safe recruitment or membership orientation activities that you have yet to consider.

Officers and upperclassmen

For students who are members of a group, who have been elected officers, or who have been chosen to serve as team captains, the College has three related expectations: **respect your peers, be a leader, and educate yourself and your colleagues.**

1. Treat your colleagues and teammates with **RESPECT**. Taken seriously, this would preclude any activity that involves shaming or humiliating other students or causes any form of physical or psychological pain. If your group previously conducted an activity that upset you, why make someone else go through the same negative experience?
2. Demonstrate basic **LEADERSHIP** traits. Leaders are responsible for the safety and well-being of individuals in their organization or team and for the security of the organization or team itself. Hazing is not compatible with either. Hazing puts members at risk for various unintended consequences. Also, leaders should motivate others to engage in meaningful activities out of respect for the group and not due to fear of repercussions. Hazing can stir up unnecessary feelings of fear among new or potential members.
3. Make sure to **EDUCATE** yourself, as well as teammates with the **hazing laws and Harvard policies** and understand which activities are acceptable and which are not. Even if some hazing activities seem harmless to you, hazing can bring your organization or team into dispute, not to mention put you at risk for civil or criminal penalties. In addition, new provisions in the College's Handbook for Students make clear that the College may hold you responsible for hazing activities as an officer, even if you were not directly involved.

If all Harvard group and team members live up to these standards, hazing will not be an issue on this campus.

Prospective and new members

1. Remember that you are not alone at Harvard and do not have to tolerate hazing. There are many resources available to support you if you are being hazed. From mental health clinicians to peer counselors to proctors and tutors, there is support available at the College 24/7/365. And remember that your friends and block-mates, particularly colleagues outside of your organization, are there to help, too.
2. Recognize that you have not signed on for hazing when you join a student group or athletic team. If you are an athlete, the place to prove yourself to your teammates is on the field, in the gym, on the court, or in the pool – not on the receiving end of hazing. If you are a writer or musician, you should be valued by your contributions – your work and art – not your ability to tolerate destructive activities.
3. You are not limited to black and white choices. When confronted with hazing activities, your options go beyond enduring, quitting, or calling the police. Feel empowered to ask questions, raise objections, and, if necessary, tell someone. There are also many resources available at Harvard to support you if you are being hazed or know someone who is.
4. You should keep in mind that most group members and teammates want you to feel welcomed in the group and contribute to the success of your organization. If an activity is troubling you, let someone in the group know, particularly a leader of the group or someone else whom you trust. If group members or teammates show respect for you, they will honor your wishes and do whatever it takes to keep you involved with the group.
5. Remember that the law is on your side. For a student who is the victim of hazing, the law provides a source of redress. Individuals may report allegations of hazing to the police or to any officer of the College.

Witnesses

1. Witnesses to hazing – friends, block-mates, housemates, and teammates – should step up when they suspect that another student is being hazed. Witnesses to hazing who do not report it may face criminal prosecution.
2. If your friends or peers are hazed, they may feel as though they have no choice but to continue enduring the hazing activities. You can assist them by being an ally and helping to free them from the hazing cycle. If you have concerns about how to approach a friend or want to direct him or her to a professional who can provide support, check out the many resources available at Harvard.
3. Even though you are not the one being hazed, there are no guarantees that you will be free from hazing throughout the rest of your time at Harvard. Taking a stand against hazing now may help prevent future incidents that could affect you.

Alumni

Alumni can have tremendous influence with current members of student organizations or teams they participated in or led as undergraduates. Alumni are often the authority when it comes to an organization or team's history and traditions. The College expects its graduates to display exemplary leadership – to encourage their old organizations or teams to plan positive activities and treat members with respect. Traditional activities should be adapted if possible to avoid harms associated with hazing. If hazing is a part of a group's history, alumni have a responsibility to make sure that history does not continue into the future.

Further, even though it may seem like tradition for current students to visit your private residence and participate in unsafe drinking or other hazing activities, remember that you open yourself up to criminal and civil liability for supplying alcohol to minors or condoning any hazing activities.

How to recognize hazing

Some hazing incidents take place in the middle of Harvard Yard and are obvious. Men in women's clothes, students in bathing suits in the middle of winter, organized calisthenics or chants that look like they belong in military boot camps are just some blatant examples.

But most hazing is likely to happen behind closed doors.²⁹ Even if you do not witness hazing yourself, there may be some signs that someone you know is being hazed. The following observations should be cause for concern and may indicate that a friend, classmate, block-mate, or neighbor is the victim of hazing.³⁰

- Intoxication or other impairment (especially at odd hours of the day).
- Unexplained disappearances in the middle of the night.
- Obvious fatigue (e.g. falling asleep in section).
- Bruises or other injuries.
- Inappropriate or unusual dress.
- New tattoos, other marks, or shaved heads.
- Reduced contact with friends or block-mates.
- Sudden loss of enthusiasm for school, a sport, or other activities.
- Unexcused absences from class.
- Late or missing coursework.

²⁹Shelly Campo, Gretchen Poulos, and John Sipple, "Prevalence and Profiling: Hazing Among College Students and Points of Intervention," *American Journal of Health Behavior* 29, no. 2 (2005): 137-149.

³⁰Lipkins, *Preventing Hazing*, 65-84. See also Guynn, *Hazing in High Schools*, and Finkel, "Traumatic Injuries."

How to report hazing

If you, or someone you know, experiences or witnesses activities that might be considered hazing, there are many Harvard offices that can help. You should not wait until a situation is dangerous or has caused actual harm before making a phone call or sending an email. If you have concerns, you should address them.

- **Talk to Someone at Harvard.**

You can contact your:

- **Resident Dean**
- **Coach**
- **Tutor**
- **Proctor**
- **Academic Adviser**

In addition, there are several campus-wide offices that can help address concerns about possible hazing:

Judith Kidd, Student Activities Office.....495-1558

Suzy Nelson, Office of Residential Life.....495-1942

**Ryan Travia, Office of Alcohol
and Other Drugs Services.....496-0133**

Nathan Fry, Department of Athletics.....495-4992

- **Call the Police.** In situation involving hazing, as with any situation where you may have reason to fear for your health and safety, or that of a friend or block-mate, you should always remember that the Harvard University Police Department is here to serve you.

Harvard University Police Department.....495-1212

- **Make a Confidential Online Report.** Hazing or related incidents may be reported confidentially through Harvard's new anti-hazing initiative website:

www.huhs.harvard.edu/hazing

*Resources
at Harvard*

Where to Turn on Campus for Support

If you or someone you know is being hazed and are seeking medical or psychological support, there are many services on campus to assist you.

Professional services

Harvard University Health Services ·

www.huhs.harvard.edu · 495-5711

The Harvard University Health Services (HUHS) is a comprehensive health care facility in Harvard Square at 75 Mt Auburn St. The medical staff at HUHS can provide discussion, counseling and treatment recommendations. Call your HUHS primary care team's office for an appointment. HUHS Clinicians are available to provide advice and treatment of urgent health problems 24 hours a day, 7 days a week, 365 days a year. Urgent health problems (physical or emotional) include sudden, serious and unexpected illnesses, injuries, or conditions which require immediate attention.

University Health Services Mental Health Clinicians

www.huhs.harvard.edu · 495-2042

A variety of professional counseling and psychological services are available at the HUHS Mental Health Service. All mental health clinicians are trained and experienced in dealing confidentially with issues specific to university students and the Harvard community.

Bureau of Study Counsel · www.bsc.harvard.edu · 495-2581

The Bureau of Study Counsel supports students in their academic and personal development. Students consult the Bureau regarding a wide variety of academic and personal concerns, including, for example, issues related to motivation, academic performance, or a sense of well-being, and issues that arise in living or working with others. Visit the BSC website for more information about counseling, workshops, support groups, and on-line self-help resources.

Office of Alcohol and Other Drug Services · huhs.harvard.edu/AODS · 496-0133

The Office of Alcohol & Other Drug Services (AODS) functions as a multidimensional resource for students, faculty, staff, and members of the larger Harvard community. AODS offers a wide range of programs and services that seek to meet the needs of the Harvard community.

The Office of Sexual Assault Prevention and Response

www.fas.harvard.edu/osapr · 495-9100

The Office of Sexual Assault Prevention and Response provides confidential support, information, and resource referrals to survivors of sexual violence.

Athletic, Academic, and Personal Excellence · aapex.harvard.edu · 496-0133

AAPEX (Athletic, Academic, and Personal Excellence) serves Harvard College student-athletes and those who work with them. Services include, but are not limited to, academic consultation/counseling, personal consultation/counseling, and sport psychology. AAPEX is confidential and free.

Peer counseling services

Room 13 · hcs.harvard.edu/~room13 · 495-0133

Room 13 is a confidential, peer counseling group staffed every night from 7 PM to 7 AM by both a male and female counselor who are trained to discuss a range of issues affecting college students. Most importantly, though, counselors are available to listen and respond to any question or concern that a student might have.

Drug and Alcohol Peer Advisors (DAPAs)

huhs.harvard.edu/clinicalservices/DAPA/DAPAintro.htm

Drug & Alcohol Peer Advisors (DAPAs) are a select group of student-leaders who have been trained to respond to questions about alcohol and other drug issues at Harvard. Feel free to contact a DAPA with any of your questions or concerns.

Response · 495-9600

Response is a group of undergraduate women who are concerned about physical and emotional violation. They are ready to listen, talk, and help on a variety of issues including, rape, incest, sexual harassment, sexual abuse, and difficult relationships. The Response lending library includes information on rape, incest, battering, harassment, and women's health and sexuality.