



# Hazing

Any conduct through which a military member or members, or a Department of Defense civilian employee or employees, without a proper military or other governmental purpose but with a nexus to military service or Department of Defense civilian employment, physically or psychologically injure or create a risk of physical or psychological injury to one or more military members, Department of Defense civilians, or any other persons for the purpose of: initiation into, admission into, affiliation with, change in status or position within, or as a condition for continued membership in any military or Department of Defense civilian organization. (Deputy Secretary of Defense Memo December 23, 2015)



**The following items are used to assess Hazing on the DEOCS using a 7-point response scale from strongly disagree to strongly agree.**

1. Individuals in my workplace are pressured to engage in which of the following acts as part of an initiation or admission process (without a proper military or other governmental purpose).
  - a. Physically harmful acts
  - b. Psychologically harmful acts
  - c. Illegal or dangerous acts
  - d. N/A

	Favorable	Unfavorable
Indicators	<ul style="list-style-type: none"> <li>• When these behaviors are not occurring:               <ul style="list-style-type: none"> <li>○ Higher perceptions that new members are accepted and treated respectfully</li> <li>○ New members are appropriately welcomed and accepted into the unit</li> <li>○ Official programs are in place to address new members</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>• Lack of mission readiness</li> <li>• Physical injury</li> <li>• Mental distress</li> <li>• Engaging in activities not related to the command</li> <li>• Engaging in activities that have no legitimate purpose</li> </ul>
Outcomes	<ul style="list-style-type: none"> <li>• Increased trust and respect between new and current team members</li> <li>• Demonstrated acceptance of new members to the team</li> <li>• Higher individual commitment, motivation, and morale</li> </ul>	<ul style="list-style-type: none"> <li>• Erodes mission readiness</li> <li>• Is prohibited in all circumstances and environments, including off-duty or in “unofficial” unit functions</li> <li>• Can cause physical injury</li> <li>• Can cause psychological injury and extreme mental stress</li> <li>• Breaches trust</li> <li>• Destroys morale</li> </ul>

For more information go to Assessment to Solutions on [deomi.org](http://deomi.org). You will find:

- Focus Group/Interview Questions
- Online Lessons
- Strategies to address issues with this factor
- Videos that can help you better understand this factor
- Web Resources and Recommended Readings
- References that are directly associated with this factor