



Strategies to Prevent Hazing

Upon completion of your Organizational Assessment, you will identify areas requiring your attention. This paper will assist you with strategies to address negative behaviors pertaining to Hazing.

How Hazing is measured on the DEOCS:

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). Select all that apply:
 - a. Physically harmful acts
 - b. Psychologically harmful acts
 - c. Illegal or dangerous acts

Strategies

Clearly define what is and what is not hazing.

- Develop training focusing on recognition of hazing behaviors.
- Outline in writing what is hazing and what is not hazing and provide real-life examples.
- Emphasize hazing can manifest as physically or psychologically harmful behaviors.
- Clearly differentiate between hazing, extra curricular activities, physical training, team building.

Offer opportunities to improve team building/cohesion.

- Arrange for events where personnel of all levels can interact (e.g., pot luck).
- Encourage personnel to speak up if they witness demeaning behaviors.
- Create a buddy system that encourages comraderie and respect for one another.

Convey that leaders must monitor all training and extracurricular events for appropriate behavior.

- Intervene in any hazing activities that may occur before, during, or after ceremonies or events.
- Emphasize that all personnel have a responsibility to speak up and stop hazing if they see it occur or are asked to participate in it.
- Reinforce that all hazing activities seen or heard about must be reported immediately.
- Explain to personnel that anyone being asked to volunteer or forced to participate in hazing should immediately seek a supervisor and report the incident.
- Discuss how volunteering to be hazed is not acceptable, nor does it make hazing acceptable.

Additional Resources:

Army: AR 600-20 4-20

Marine Corps: MCO 1700.28B

Navy: SEVNAVINST 1610.2A

Air Force: AFI 36-2706, AFI 1-1

Coast Guard: COMDTINST 1610.1

Civilian Personnel DoDI 1438.06

