

Conversation Starters

HAZING PREVENTION

A form of harassment that includes conduct through which Service members or DoD employees, without proper military or other governmental purpose, but with a nexus to military service, physically or psychologically injure or create a risk of physical or psychological injury to Service members for the purpose of initiation into, admission into, affiliation with, change in status or position within, or continued membership in any military DoD civil organization.

Why is it important?

Hazing is a form of harassment and is punishable by the UCMJ.

Hazing can have severe consequences on the victim and the group.

Victims can experience loss of sleep, decline of mental and emotional health, and PTSD.

Groups that haze can experience loss of trust, decreased work performance, and loss of personnel.

Hazing actions are believed to include or induct someone into a group, but they actually exclude. It is the "in-group" vs the "out-group".

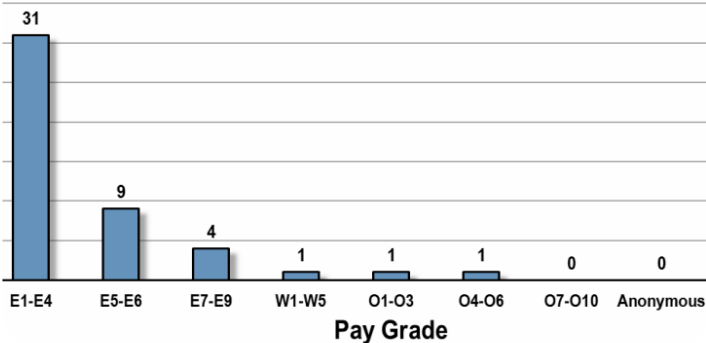


Behavior Cues

- Initiation traditions
- Excessive drinking
- Sexual interactions - simulated sex, forced kissing, and sodomy
- Paddling
- Oral or written berating of another person to belittle or humiliate
- Playing abusive or malicious tricks
- Encouraging another person to engage in illegal, harmful, demeaning, or dangerous acts
- Servitude
- Tests or gauntlets for achievements



Offenders in Substantiated Complaints by Pay Grade



DoD Summary Report on Hazing in the Armed Forces, 2016

Risk Factors

People who have been hazed are more likely to haze others.

Individuals most likely to be hazed: new to the group, low social status, minorities, over-conforming.

Often, participants will justify hazing events:

- Following orders
- Engrained at the foundational level
- A way of protecting the resources of the established group
- Measures dedication to the group

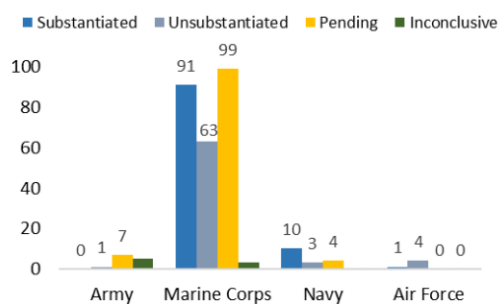


Strategies

- Being aware of the risk factors among and within individuals
- Promote and encourage protective factors such as creating an inclusive environment
- Community resources, leadership engagement, training, and education
- At the command level - enforce standards, follow through on the consequences of unwanted behavior, and encourage an open-door policy for those wishing to report unwanted behaviors
- Bonding activities such as laser tag, sports competitions, engaging in community service
- Mentorship



Figure 1. Hazing Complaints by Service FY2018



Source: FY2018 Hazing Prevention and Response in the Armed Forces, Annual Summary Report to Congress.

Note: Inconclusive cases are those in which there was insufficient information to pursue an investigation.

Resources

Visit
www.defenseculture.mil

