



## **“Know the Signs, Know You Have a Voice” Poster**

### **A CONVERSATION STARTER**

Research tells us 55 percent of students participating in clubs, organizations and sports teams experience some form of hazing. However, only 5 percent of students claim they were hazed. Oftentimes, students perceive the positive outcomes of hazing more than they perceive the negative (Allan & Madden, 2008). This can be especially true when certain types of hazing behaviors are difficult to recognize such as sleep deprivation, personal servitude, calisthenics or restricted communication. Whether the behaviors are subtle, harassing or violent, they can all be considered hazing. Knowing the signs helps create an environment where all members take ownership and responsibility to prevent hazing within their chapters and organizations.

- **What is surprising about the information in this study?**
- **Do you feel this statistic is an accurate representation of reality?**

**What are some examples of:**

- **Subtle hazing?**
- **Harassing hazing?**
- **Violent hazing?**

Makes sure the following are mentioned:

- **Subtle:** social isolation, name calling, expecting certain items to be in one’s possession at all times (e.g., new member books, fraternity items, etc.)
- **Harassing:** verbal abuse, humiliating acts, sleep deprivation
- **Violent:** forced or coerced alcohol or other drug consumption, assault, expectations of illegal activity

**Can someone tell me what ZTA’s hazing policy says?**

(After a few comments, read the policy.)

**ZTA’s Hazing Policy:** No chapter, colony, student or alumna shall conduct, participate in or condone hazing activities. Permission or approval by a person being hazed is not a defense. Hazing activities are defined as: “Any action taken or situation created intentionally, whether on or off fraternity premises, to produce mental or physical discomfort, embarrassment, harassment or ridicule. Such activities may include but are not limited to the following: use of alcohol; paddling in any form; creation of excessive fatigue; physical and psychological shocks;

quests, treasure hunts, scavenger hunts, road trips or any other such activities carried on outside or inside of the confines of the chapter house; wearing of public apparel which is conspicuous or not normally in good taste; engaging in public stunts and buffoonery; morally degrading or humiliating games and activities; and any other activities which are not consistent with academic achievement; fraternal law, ritual or policy; or the regulations and policies of the educational institution or applicable state law.”

Zeta Tau Alpha does not condone any form of hazing by any member, new member or alumnae member. Such activities conflict with the Fraternity’s ideals and traditions and project a negative image of the organization. ZTA collegiate chapters must develop new member programs that reflect the true meaning and high standards of sisterhood. These programs must not demean, embarrass or endanger members or new members.

*The willingness of any individual to participate in any hazing activity does not excuse any hazing violation.*

- **What aspects of the policy stand out to you?**
- **What steps can our chapter take to ensure all members know and abide by ZTA’s hazing policy?**
- **What can you, individually, do to make new member education a fun, yet safe, experience?**

**Finally, remember: Zeta Tau Alpha is here to help. If you have concerns about specific practices that you are unsure about, contact the International Office at (317)872-0540 and we will be happy to help you either improve it, find alternatives, or clarify policy.**

## **HAZING PREVENTION HOTLINE: 1 (888) NOT-HAZE**

The Greek Anti-Hazing Hotline was established in 2007 by a consortium of national fraternities and sororities. The Hotline provides an anonymous telephone line—1 (888) NOT-HAZE (1 (888) 668-4293)—for anyone to report a suspected or recent hazing incident 24 hours a day. The calls are automatically saved as audio files that are then transmitted by e-mail to the headquarters of the fraternity or sorority named in the report.