Anti-Hazing Task Force Report

Anti-Hazing Task Force
11/26/2013
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### 1. TASK FORCE MEMBERSHIP

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<sup>1</sup> Member from January to August, 2012. Replaced by Meggan Sixbey

<sup>2</sup> Member from January to May, 2012. Replaced by T.J. Villamil

<sup>3</sup> Member from January to May, 2012. Replaced by Noma Martini
2. TASK FORCE CHARGE

The hazing death of a FAMU student in November 2011 resulted in serious concern among the public, university administrators, governing boards and trustees, about the prevalence and effects of hazing at universities in Florida. President Bernie Machen and the UF Board of Trustees were particularly concerned about the safety of the students at UF and directed Vice President David Kratzer to form a blue ribbon committee to look into the status of hazing at UF and make recommendations to deal with any issues that need to be addressed. This directive led to the creation of the Anti-Hazing Task Force which held its first meeting on January 30, 2012. On that date, Vice President Kratzer charged the task force to review all existing UF regulations, policies, procedures and practices related to hazing, to assess best national practices and make recommendations to strengthen UF regulations and policies if such actions are warranted, and to report on any issues regarding hazing that were discovered in the course of our work.

The committee consisted of a broad cross section of stakeholders from across the university, including representatives from the President’s Office, the General Counsel’s Office, the faculty, the University Athletic Association, Recreational Sports, ROTC, Counseling and Wellness Center, Student Government, Dean of Students Office, and the Division of Student Affairs. The Provost’s Office representative was appointed Chair of the committee. Dr. Michael Bowie was not initially included on the task force, but was asked to join the task force after the first meeting. Dr. Bowie has extensive experience with the Greek fraternities and civil rights issues; including being Immediate Past National President of the National Pan-Hellenic Council, a consultant to FAMU on hazing, and a past president of the Alachua County NAACP. The task force felt that his experience and insight would be beneficial to our deliberations.
The University of Florida has made serious efforts to reduce hazing activities for many years by disseminating policies and regulations, implementing educational and training programs for student groups and faculty advisors, and the development of an anti-hazing website. A small group of students in the Greek community did an informal study of hazing from their perspective and presented a report on hazing to the Division of Student Affairs in December 2011. The work of this task force is independent of that work and is a more comprehensive and extensive review.

The task force found that the policies and regulations related to hazing at the University of Florida align with state statutes and nationally recognized practices concerning hazing. Comparing UF to other higher education institutions across the state, the majority of them have similar anti-hazing regulations to UF, but UF exceeds many other institutions in the SUS in its regulations and practices aimed at preventing hazing.

Registered student organizations (including fraternities, sororities, and recreational sports), athletics, ROTC, and the band are being educated on UF policies and regulations and are being trained to identify and report suspected cases of hazing. Overall, UF has robust anti-hazing policies, education, and training that align with state regulations. Despite these efforts and achievements, instances of hazing have occurred on campus. A survey of Greek organizations in Fall 2012 revealed the perception that hazing has infected the Greek community at UF, with 77% of students witnessing an occurrence.

The work of this task force leads us to conclude that hazing may occur in other organizations besides the Greek community so to successfully address the issue we need to change the culture that accepts hazing as a “normal” part of initiation into student groups. The problem is compounded by the fact that this culture is sometimes supported, not just by current students, but also by alumni and parents. This makes it a very difficult problem to resolve that requires a concerted, sustained effort by the entire campus community, parents, and alumni.

Strategies need to be adopted to improve the gap between the anti-hazing training and education provided to students and their implementation on a regular basis. The traditional negative approach to hazing that provides a list of “don’ts” needs to change to one of the development of positive alternatives to hazing. Although UF’s anti-hazing website now includes a list of positive alternatives, these alternatives will need to be developed at the level of individual student groups in order to make this an effective practice. Community feedback indicated a concern that alcohol-related hazing incidents were treated differently from others –
especially those involving physical methods. The task force recognizes that these differences may result from requirements in state law that makes special provisions for hazing due to physical abuse and reaffirms the university’s commitment to treat all incidents of hazing as equally as possible while conforming to state law and the student conduct code.

The task force recommendations regarding student groups fall into the broad areas of better alignment of their training with UF policies; improvement of their educational efforts – manuals, training sessions; improvement of the reporting procedures and processes; broadening their training to all students, not just group leaders; improvement of the training for faculty advisors, coaches, band leaders, and all those with similar responsibilities, and more intentional engagement of these advisors with student groups in open, honest dialog about traditions and practices that are taking place in these groups to determine if they are appropriate.

In addition to making a set of specific recommendations, the work of the task force has resulted in many improvements in anti-hazing education and training during the past year, including:

a. posting a list of groups that have been sanctioned for hazing activities at UF and the sanctions imposed, since 2000
b. creating a process for anonymous reporting of suspected cases of hazing
c. posting a list of positive alternatives to hazing on the anti-hazing website
d. conducting a survey of Greek organizations regarding hazing perceptions, and the development of hazing related questions to be included on a campus-wide student survey
e. revising UF’s Student Conduct Code to improve clarity
f. hosting a statewide “Anti-Hazing Summit”.

The task force feels very strongly that a one-time effort will not result in significant reductions in hazing activities. This is supported by the many national reports that recommend a sustained effort to reduce hazing. So, in addition to specific recommendations, one of the key recommendations of this report is the formation of an Anti-Hazing Coalition (AHC). The AHC will not only work to implement the recommendations in this report but they will work to develop new measures on an ongoing basis to counter hazing practices more effectively. The task force believes a fully functional AHC that faithfully discharges its responsibilities in a sustained, consistent manner, and receives support for its activities from the university administration is an essential component in realizing our goal of a hazing-free campus.
4. PROCESS

The first two meetings (January – February, 2012) of the task force focused on helping the members become more familiar with the state statutes, UF regulations, and general culture of hazing at UF and nationally. Several task force members are experts in these areas so they provided valuable information on the legal and regulatory framework; the student organizations – including perspectives from sororities and fraternities; student conduct code and disciplinary process; mental health and psychological aspects; statewide, civil rights and broad national perspectives; and general student views. We then looked at hazing from a broad, national perspective, including its root causes, attempts at eliminating it, and its connections with campus and general societal cultures. Our education was greatly helped by reviewing a 2008 comprehensive report on a national survey on hazing: “Hazing in View: College Students at Risk,” by Elizabeth Allen and Mary Madden and a CBS News clip "Hazing: A Dangerous Tradition,” produced by Nuwer, Hank, et al. of an interview by Tracy Smith which was aired on Sunday Morning, CBS in Feb. 2012.

At the March 16, 2012 meeting, the task force decided to form subcommittees to deal more extensively with issues related to three main areas, Institutional and State (IS); Registered Student Organizations (RSO); and Athletics/Band/ROTC (ABR). These subcommittees were formed in March and started work on reviewing the hazing policies, regulations and practices in their respective areas, interviewing students and staff, and developing a set of recommendations to address issues arising from their investigations, and to improve the effectiveness of anti-hazing measures. Preliminary reports were received at the May 16, 2012 task force meeting but due to the closeness to the end of the Spring semester, it was impossible to conduct student interviews. The subcommittees continued their work during the summer and early Fall, met separately, and then the subcommittee Chairs met together with the Chair of the task force to discuss their recommendations and streamline them before bringing them to the full task force at the September meeting. Suggestions made at that meeting were used to develop another set of recommendations which was brought to the full task force at the November 2012 meeting where they were discussed further. The task force finalized the set of recommendations in January 2013. The subcommittee reports are included in the appendix.

In addition to these planned activities, the task force was presented with an unexpected report of alleged hazing incidents at its second meeting on February 14, 2012. This prompted the task force, at the third meeting, to take on a more proactive role in making immediate changes rather than focus exclusively on making recommendations for future implementation. As a result, several measures have already been taken to improve the university’s anti-hazing efforts. They
include improvements in anti-hazing education and training, and providing valuable 
information to current and prospective students and their parents that will help them to make 
informed decisions on affiliating with student organizations. These measures are described in 
Section 5 of this report.

These alleged hazing incidents also allowed members of the task force the opportunity to see 
first-hand how the university deals with incidents of this type and how these incidents are 
viewed by the public, civic organizations, parents, faculty, staff, and students. Some members 
had the opportunity to interview students involved, and met several times with representatives 
from the community, the NAACP, and the Black Faculty and Staff Association to discuss issues. 
These meetings included task force members Michael Bowie, Bernard Mair, Jen Day Shaw, and 
Jamal Sowell; Sharon Burney (President, Association of Black Faculty and Staff, UF), Evelyn 
Foxx (President, Alachua County NAACP), Yvonne Hinson-Rawls (Gainesville City 
Commissioner), Cecil Howard (Director, Office of Equal Opportunity, City of Gainesville), and 
Whitfield Jenkins (President, Marion County NAACP). In addition to the reports of the 
Institutional and State, Registered Student Organizations, and Athletics/Band/ROTC 
subcommittees, information gleaned from these meetings also informed the final set of 
recommendations.
5. STATUS OF HAZING AT UF

The task force affirms that hazing is not to be tolerated at the University of Florida and takes the position that every effort should be made to eliminate it from the campus. It recognizes that student groups may desire to have initiation rites for new members but that these shall not involve any form of hazing.

In order to be clear of what constitutes hazing, the task force adopted the standard definition of “hazing” as outlined in the Florida Statutes 1006.63 which defines “hazing” as, “any action or situation that recklessly or intentionally endangers the mental or physical health or safety of a student for purposes including, but not limited to, initiation or admission into or affiliation with any organization operating under the sanction of a postsecondary institution. “Hazing” includes, but is not limited to, pressuring or coercing the student into violating state or federal law, any brutality of a physical nature, such as whipping, beating, branding, exposure to the elements, forced consumption of any food, liquor, drug, or other substance, or other forced physical activity that could adversely affect the physical health or safety of the student, and also includes any activity that would subject the student to extreme mental stress, such as sleep deprivation, forced exclusion from social contact, forced conduct that could result in extreme embarrassment, or other forced activity that could adversely affect the mental health or dignity of the student. Hazing does not include customary athletic events or other similar contests or competitions or any activity or conduct that furthers a legal and legitimate objective.”

The statute further states that a person who intentionally or recklessly commits any act of hazing as defined above upon another person who is a member of or an applicant to any type of student organization commits a third degree felony if the hazing results in serious bodily injury or death of such other person, or a first degree misdemeanor if the hazing creates a substantial risk of physical injury or death to such other person. Both of these actions are punishable as provided in state statutes 775.082 or 775.083.

A previous nationwide survey found, among other things, that

i. 55% of college students involved in clubs, teams, and organizations experience hazing

ii. Hazing occurs in, but extends beyond, varsity athletics and Greek-letter organizations and includes behaviors that are abusive, dangerous and potentially illegal

1 The task force noted the changes to section 39.201, Florida Statutes, and the reporting obligations related to abuse of individuals under the age of 18. The task force recognized that students involved in organizations at UF may be under the age of 18 and, should hazing occur in that age population, proper reports would need to be made to the Department of Children and Families.
iii. Alcohol consumption, humiliation, isolation, sleep-deprivation, and sex acts are hazing practices common across types of student groups
iv. More students perceive positive rather than negative outcomes of hazing
v. 47% of students come to college having experienced hazing
vi. Nine out of ten students who have experienced hazing behavior in college do not consider themselves to have been hazed

In a recent survey of Greek organizations at UF

a. Over 90% said they were at least somewhat familiar with the UF hazing policy
b. The majority agreed that many of the commonly accepted forms of hazing constituted hazing in their view
c. Over 72% said that they believe hazing is occurring in the UF Greek community, but only 13% said they thought it was a problem
d. Over 75% believe that hazing is occurring on campus
e. 77% of students said they had witnessed an occurrence of hazing in the Florida Greek community at UF, and of these, over 90% did not report it for a variety of reasons, including; not believing it was wrong, not wanting to get the individuals or their chapter in trouble.
f. Over 90% of respondents said that they had not personally experienced hazing in their chapter.
g. Of those who had experienced hazing, over 60% reported positive rather than negative associations with the experience, bearing out the finding in item iv.

A group of students formed the temporary Community Hazing Educational Work Group\(^1\) in 2011 with the help of the Dean of Students Office and the office of Student Activities and Involvement. That group made several recommendations to eradicate hazing on campus. Although many of the recommendations in that report are subsumed in Section 7 of this report, their suggestions emphasize the importance of student participation in any actions to eradicate hazing. This is supported by our interviews with students who have been participants and bystanders in hazing activities – they are very willing to play a major role in anti-hazing activities.

In addition to the formal survey of the Greek community, the task force interviewed students involved with athletics, band, ROTC, recreational sports, student government, and Greek organizations. These discussions indicate that in every area, UF students are being given anti-hazing training. While this indicates that no area is neglecting their responsibility to inform and educate students about hazing, it does not mean that we can be complacent because, first of all, hazing is still occurring on campus, and the real problem is the gap between education and
implementation. The task force’s work uncovered one instance of activities that warranted investigation to determine if hazing was taking place. The Dean of Students Office conducted an investigation and found that hazing had not occurred. In addition, during the time of the task force’s deliberations, two cases of hazing were alleged and were investigated by the university and the state attorney’s office.

The task force also investigated the policies and practices of the university and several of its units, specifically, Athletics, Band, Recreational Sports, ROTC, Student Activities and Involvement, and student organizations. We found that some of these units could improve their policies and practices by

(a) aligning their training with UF policies

(b) improving their educational efforts – manuals, training sessions

(c) improving reporting procedures and processes

(d) broadening their training to not just leaders, but to all students in the various groups

(e) improving the training for faculty advisors, coaches, band leaders, and all those with similar responsibilities, and

(f) engaging more intentionally with student groups in open, honest dialog about traditions and practices that are taking place in these groups to see if they are appropriate.

In May 2012, the SUS Council for Student Affairs surveyed the SUS to determine the status of each member of the SUS on sixteen best practices for hazing prevention. The results of the survey are included in this report (see Appendix B, Campus Environment Matrix). The survey shows that no institution satisfies all sixteen, and UF satisfies all but one (having a dedicated anti-hazing website) of them. Since then we have developed an anti-hazing website, so now UF meets all of these best practices.

Despite our implementation of many of the best practices associated with anti-hazing the task force recommends that we continue our efforts and employ new, innovative strategies to eradicate hazing. The challenge is to create a campus climate that not only includes knowledge of the definition of hazing, the university’s rules, policies, and reporting requirements, but actually reflects the rules in practice. How do we go from policies, regulations, and knowledge to practical implementation by every student, every year? Hazing practices have gained a strong foothold in the traditions of various groups, and are endorsed by some parents and alumni who believe that their students should have the same experiences they had when they
were in college. This indicates that eliminating hazing will require a serious, long term, consistent effort with cooperation from the entire campus community, parents, and alumni.

One of the crucial best practices not included in the SUS Council for Student Affairs survey, is that of a permanent committee that is responsible for the continual oversight of anti-hazing practices on campus. This is one of the key recommendations of this report, the formation of an Anti-Hazing Coalition (AHC). The task force believes a fully functional AHC that faithfully discharges its responsibilities in a sustained, consistent manner, and receives support for its activities from the university administration is an essential component in realizing our goal of a hazing-free campus.
6. ANTI-HAZING ACTIONS

Two cases of alleged hazing were reported to the university in February 2012 just one month after the initial meeting of the task force. This prompted the task force to take on a more proactive role in making immediate changes rather than focus exclusively on making recommendations for future implementation. This section describes several measures that have been undertaken during the past year to improve the university’s anti-hazing education and training efforts.

Hazing History on Internet

The Student Conduct and Conflict Resolution department within the Dean of Students Office at UF has maintained a “Hazing Prevention” website since 2008 that is publicly accessible. The task force recommended that the university add a webpage that provides accurate information on cases of hazing at UF. The information could be helpful to parents and students in making informed decisions on which organizations students would choose to join. The information would need to be in compliance with FERPA and should only include organizations that have been found responsible for hazing; it would not include information on alleged incidents that did not result in sanctions of some sort. In response, the “Hazing Prevention” website has been greatly enhanced and a “Hazing Cases” page (see http://www.dso.ufl.edu/sccr/hazing/cases.php) was created in Fall 2012. The page contains a list of all organizations that have been found responsible for hazing violations since the year 2000. The page also contains the dates of the hazing incidents, the resulting sanctions, and what organizations have done to address the problems. Any additional cases will be placed on the list on a continual basis, and no cases will be removed from the list.

Anonymous Reporting of Hazing

In February 2012 the task force recommended the creation of an online form that would enable the anonymous reporting of alleged incidents of hazing. Students are often reticent to identify themselves in reports due to peer pressure and the feeling of betraying their organizations so this may encourage them to be more forthcoming in relating incidents. If enough information is provided in the anonymous reports, they could be used as starting points for investigations. Even if an investigation yielded no findings that hazing had occurred, it could be used as an opportunity to educate the organizations involved regarding hazing, so there were benefits to the idea. In Fall 2012, a “Hazing Report Form” (http://www.dso.ufl.edu/sccr/hazing/reportform.php) was placed on the “Hazing Prevention” website.
Alternatives to Hazing

The hazing prevention website has also been expanded to include information on methods that do not involve hazing and can be used by student groups to develop camaraderie and commitment to shared values, vision, mission, and beliefs. The “Alternatives to Hazing” page at http://www.dso.ufl.edu/scrc/hazing/alternatives.php lists non-hazing methods to foster unity, develop problem-solving abilities and leadership skills, instill a sense of membership, promote scholarship, build awareness of the organization’s history, aid career goals, involve members in the community, and improve relations with other organizations. This grew out of discussions between student affairs and the Greek community.

Regular Assessment of Hazing Climate at UF

Two methods of assessing the state of hazing at UF and the effectiveness of our anti-hazing measures have been developed and will be implemented on a regular basis. In Fall 2012, the office of Student Activities and Involvement conducted a survey of the Greek community on the status of hazing in these organizations. The results are included in Appendix E. This survey will be conducted in the Fall semesters of even-numbered years. The survey results will be analyzed by Student Activities and Involvement and the Anti-Hazing Coalition (AHC) each time to assess the hazing climate in the Greek community.

In addition, the undergraduate student population will be asked to participate in biennial surveys. The survey will be administered by the Office of Institutional Planning and Research (OIPR) in the Spring and Summer semesters of odd-numbered years as a portion of the Student Experience in the Research Universities (SERU) survey. This comprehensive survey is sent to almost all undergraduates enrolled in the Spring semester and our historical response rates have been above 63%, resulting in over 22,000 and 19,500 responses in 2009 and 2011 respectively, so the results are a reliable indicator of student perceptions. The survey is conducted as part of a national coalition of research universities which included eight public Association of American Universities (AAU) institutions in 2011, and is increasing in number each year. The survey results will be analyzed by the OIPR, the Division of Student Affairs, and the Anti-Hazing Coalition (AHC) each time to assess the hazing climate at UF. The questions and responses for each question are available for in-depth analyses so we can gain very detailed information from the surveys. The survey has the added advantage of customization to meet specific institutional needs which can vary from year to year. The AHC will determine the questions in order to target specific issues that are of interest and use the results to determine the effectiveness of our anti-hazing measures and make changes for the future. To set a baseline
this year, the survey will ask students to indicate their level of agreement with the statements: “I understand the definition of hazing” and “I know how to report hazing”.

Revised Policies and Manuals

The UF Student Conduct Code is being revised to improve clarity and understanding by students. The Student Organization Handbook and Sports Club Officer Manual have been updated with current and accurate UF anti-hazing policies.

Anti-Hazing Training Expanded

The anti-hazing education program for leaders of club sports has been expanded to all members.

Anti-Hazing Conference

UF hosted the “State of Florida Anti-Hazing Summit” on September 24, 2012. The summit was sponsored by the SUS Council on Student Affairs and the Florida division of NASPA and focused on training student affairs professionals and others on methods for “ending the cycle of hazing”. The conference featured Dave Westol, a nationally recognized expert in and guest speakers Gentry McCreary (UWF) and Adam Goldstein (FSU) who have extensive experience in the area. The UF conference attracted sixty nine attendees consisting of fifty seven professionals and twelve undergraduate students. Several members of the task force also attended the UF conference. The task force Chair reported that there was evidence that some of the undergraduate students benefitted greatly by gaining a deeper appreciation of hazing and its possible effects on the members of their organizations.
7. RECOMMENDATIONS

This section describes the recommendations of the task force. The formation of the Anti-Hazing Coalition should be the first one to be implemented so that it can oversee the implementation of the rest. The great majority of these thirteen recommendations could be implemented by January 2014.

1. Establish campus-wide Anti-Hazing Coalition (AHC) under the Division of Student Affairs to oversee implementation of the task force recommendations and to provide continuous emphasis and improvement in hazing prevention measures. This is a recommended best practice. A description of the AHC is included in Appendix A.

2. The Hazing Prevention website, http://www.dso.ufl.edu/sscr/hazing/, should be clearly linked on websites of departments that work with student organizations and groups, such as Recreational Sports, Student Activities and Involvement, ROTC, Band, and Athletic Teams. Student Government and all registered student organizations should be encouraged to include the link on their websites. Efforts should be made to promote the use of anonymous reporting of alleged hazing incidents using the “Hazing Report Form” and the UPD’s Silent Witness form.

3. Modify UF policies and regulations to improve clarity and understanding by students.

4. Establish a method for continuous improvement in reducing incidents and acceptance of hazing practices. This should be based on biennial data from the SERU survey, a more targeted survey of the Greek community, and the frequency of hazing incidents.

5. Develop an Anti-Hazing Pledge and require all student organizations to have their members agree to abide by the pledge each year during their orientation meetings. The pledge should include information on the student’s obligation to report all cases of suspected or alleged hazing to any UF employee or the DSO.

6. Student Organizations
   a. Student groups should work with the office of Student Activities and Involvement to develop their own individual set of positive alternatives to hazing.
b. Add the anti-hazing policies of each national organization under the chapter profiles on the Student Activities and Involvement website. Greek students may often be unaware of their national policies and expectations.

c. Discuss hazing and anti-hazing policies, practices, and the student conduct code regularly with leadership.

d. Explore methods to encourage students to report observed hazing incidents within their organization. A policy that does not penalize the entire organization for isolated hazing incidents performed by a few members and reported by other members of the organization should be considered.

7. Improve and expand training and education on hazing to all members of the athletic teams, band, recreational sports, and all student groups. Include examples of the negative effects of hazing on individuals, student organizations, and the university.

8. Faculty/Staff/Coach Training

a. Develop online anti-hazing training program for use by faculty/staff advisors of all registered student organizations, Band directors, ROTC staff, and athletic coaches. The training should include the ability to document the completion of the training by an online method of verification. Encourage administrators to use this training as appropriate in their units.

b. Strengthen anti-hazing training for student organization advisors by strongly encouraging face-to-face training the first year of advising, then an online refresher training program each year afterwards.

9. UF should explore ways to encourage all employees to report suspected incidents of hazing to the Dean of Students Office or the University Police Department.

10. The university has comprehensive policies and procedures to ensure that the alleged accused and victims of hazing are well informed at all stages of the investigation after an alleged hazing incident. However, in order to be more effective in preventing the occurrence of hazing, the task force recommends that university improves its communication regarding hazing policies. One idea is to send general information on how to identify and report suspected hazing directly to students and parents by email or some other means.

11. The university has a long-standing, strong support for all branches (Air Force, Army, Marines, and Navy) of the ROTC programs. Program staff provide anti-hazing training
to students using the military code from their individual unit, however there is a need to include information that relate to university policies and procedures in that training. This group presents unique challenges due to the variety of roles that some of these students occupy. For instance, on some weekends, some students are governed by rules of the Reserves and National Guard, which may differ from those of the ROTC. The ROTC and the DSO must collaborate on developing a common set of anti-hazing guidelines (including reporting procedures) and training specific to their population to be used in conjunction with the programs for each branch of the military. The training should include specific review of University policies on hazing and the procedure for reporting such incidents.

12. Improve alumni involvement with, and endorsement of, the university’s anti-hazing efforts. Alumni engagement and encouragement to inform and educate young members that hazing must stop is fundamental in creating a culture that does not promote or value hazing.
APPENDIX A: ANTI-HAZING COALITION

University of Florida Anti-Hazing Coalition

Responsibilities:

1. Assess the campus climate on hazing to determine the understanding of hazing laws, UF policies and the effectiveness of anti-hazing measures. In particular, the coalition will determine the questions on hazing that will be included on the SERU survey.
2. Share and discuss current best practices and anti-hazing initiatives among various stakeholders
3. Discuss and develop potential strategies and programs to educate the UF campus community about hazing
4. Develop resources to be used to combat hazing
5. Recommend university-wide and area-specific policies to the Vice President for Student Affairs for adoption by the university
6. Assess and improve the University’s anti-hazing website.

Members:

Faculty and staff from units that historically have been directly involved with issues related to hazing and from other areas of UF that may provide insight and new perspectives on dealing with hazing on campus. The Chair of the Coalition will be appointed by the Vice President for Student Affairs.

Members should be drawn from the following areas:

- Alumni Affairs
- Dean of Students Office
- Faculty Member
- Housing and Residence Education
- Office of the Provost
- Recreational Sports
- ROTC
- Student Activities & Involvement
- University Athletic Association
- University Band
- University of Florida Police Department
• Student Representatives
  o Athlete
  o Sorority member
  o Fraternity member
  o Student Organization member
  o Student Government

The student representatives shall include underrepresented groups to ensure representation from diverse groups.
Institutional and Statewide Policy Review Subgroup Report

Task Force Members: Jamal Sowell (Chair), Brock Hankins (Vice-Chair), Jen Day Shaw, Amy Hass, Clay Matthews

Additional Representative: Aundre Price, Student Government Senate President

Charge:

Review existing institutional and statewide policies and procedures related to hazing in order to assess consistency and alignment with current UF hazing policies and regulations, and make recommendations for improvement.

Findings:

The Subgroup determined that two main comparisons need to be made with UF regulations and policies. First, and most importantly, do UF regulations meet or exceed state statutes in the regulation of hazing? Second, how do UF policies compare with those from other schools around the state, and what shared concerns are experienced in other higher education institutions?

The group found that UF policy mirrors state statutes on hazing. Much of the words, phrases, and construction of the UF regulations have been pulled directly from the state statute. (http://www.stophazing.org/laws/fl_law.htm).

Comparing UF to similar higher education institutions across the state, the majority of them have similar anti-hazing regulations to UF. The Campus Environment Matrix developed by the SUS Council of Student Affairs (see Appendix F) shows that UF meets and exceeds every other institution in the SUS in its regulations and practices for preventing hazing. Additionally the Subgroup has determined that UF shares similar concerns about hazing as other institutions, including three main areas.

First, alumni involvement in organizations appears to be crucial in stopping hazing. Alumni engagement and encouragement to inform and educate young members that hazing must stop is fundamental in creating a culture which denigrates hazing. Second, education about hazing and how to prevent hazing from occurring must be a continuing process and cannot stop after a new member’s first year. Finally, UF needs to ensure that members in organizations are aware
of their action’s consequences. Often, hazing is not endemic to an organization and a select group of members engaging in these acts are unaware of the effect they have on their organization or university. Educating members on such instances as the suspension of the FAMU Band (http://www.tampabay.com/news/courts/criminal/famu-band-suspended-for-2012-13-school-year/1230019) would help to ensure that individual members would be aware that their actions could have monumental consequences on themselves and the organizations of which they are a part.

In conclusion, UF regulations on hazing are in line with state statutes, and we would recommend that UF keep regulations which mirror state statute as closely as possible. UF also has similar policies and regulations in place as other SUS institutions. Lastly, the subgroup has identified three key areas to help limit hazing including: alumni involvement, continuing education, and informing members of organizational consequences.

Since the advent of the Anti-Hazing Taskforce, several initiatives have occurred. These include posting online the outcome of organizational hazing Student Conduct Code hearings (see http://www.dso.ufl.edu/scr/hazing/cases.php) and expansion of the UF anti-hazing website (see: http://www.dso.ufl.edu/scr/hazing/). UF is also hosting the State of Florida Anti-Hazing Summit on Sept. 24, 2012.
Student Organizations Review Subgroup Report

Task Force Members: Jack Causseaux (Chair), Michael Bowie, Lynda Tealer, TJ Villamil

Additional Representatives: Mary Kay Carodine (Assistant Vice President, Division of Student Affairs), student representatives from four student groups

Meeting Minutes-May 14, 2012

During this meeting we continued to review and discuss the current anti-hazing policies, protocols and practices within student organizations and related administrative departments. This included club sports (Rec Sports), sororities and fraternities, and other registered student organizations (Student Activities and Involvement). This was the second and final meeting of this sub-committee

Re-cap of previous meeting:

• If it is currently not, the UF anti-hazing policy should be clearly linked on departmental websites: Rec Sports, Student Activities and Involvement (with Sorority & Fraternity Affairs).

Florida Greek Community:

• Committee discussed the current practices, paperwork and website within SFA as it pertains to anti-hazing efforts.

• It was suggested that perhaps the anti-hazing polices of each national organization be listed under the chapter profiles of the SFA website. Greek students may often be unaware of their national policies and expectations.

• The committee recommended that SFA look at how it communicates anti-hazing information to parents of Greek students.

Random discussion topics/suggestions:

• Will the Anti-Hazing Task Force be evaluating the anti-hazing practices/protocols of non-registered/department sponsored groups such as Cicerones, Preview, Gatorship, etc.
• The student representatives of this sub-committee felt as though students and student organization members are ignorant to hazing policies and practices. For instance, students may just sign a form saying they understand hazing, or check a box, when this does not really “sink in.” The students recommended that administration should give anecdotal examples of hazing when presenting anti-hazing policies to students. In other words, share examples of hazing and its negative effects. Maybe the university should list examples of what groups found responsible for hazing were actually doing.

The committee debated this suggestion. On one hand, listing examples of hazing behaviors for students to reference will help illustrate our current anti-hazing policy. On the other hand, if a certain behavior is not listed as an example of hazing, then it may be seen as “fair game” or perfectly acceptable behavior.

Students may not “get” the current UF Anti-Hazing Policy. Most students, especially within organizations, don’t think the policy applies to them. Most students think of hazing as only those extreme examples, often seen in Greek organizations or other common organizations. So therefore those students never regard the hazing policy or think that what their organization is doing could be considered hazing.

• Students on this committee did support the idea of students talking to other students about anti-hazing initiatives, such as peer educators. They feel this is more impactful than hearing the same information from administrators. Sorority and Fraternity Affairs is doing this with their Florida Greek Ambassadors.

• Committee questioned what information regarding hazing is presented to students and families at Preview.

• Recommended that potential places hazing could be discussed are Preview, First Year Florida classes and even Convocation.

• Recommended stronger hazing training for student organization advisors. Perhaps a required face-to-face training the first year of advising, then an online refresher training program required each year after that.
Athletics/Band/ROTC Review Subgroup Report

Task Force Members: David Bowles (Chair), Nancy Chrystal-Green, Wayne Griffin, Charles Werner

Additional Representatives: Jeanna Mastrodicasa (Assistant Vice President, Division of Student Affairs), five student representatives from the three organizations

The committee met three times to review the materials relative to policies and training concerning hazing for the band, ROTC and the University Athletic Association. Each area was represented by at least one student, each of whom attended at least one of the meetings. The students were exceptional in discussing the policies, training, practices and general culture in each of their organizations. The information gleaned from the meetings is provided below.

ROTC

The student representative from ROTC and Lt. Col. Charles Werner were in attendance and provided a good perspective of the practices and culture relative to hazing in the ROTC branches. As referred to in the findings, Santa Fe students are eligible to participate in the UF ROTC program. There are concerns about risk, liability and process concerning the non-UF students. The findings and recommendations of the committee are provided below.

Findings

1. The materials pertaining to hazing policy vary between the ROTC branches of the military
2. The training materials vary between the ROTC branches of the military
3. The Intro to the Navy Policy on Hazing training program and the Facilitators Guide for the Navy/Marines are comprehensive
4. All branches of the ROTC program use materials from their branch of the military without specific guidelines pertaining to the University of Florida
5. Air Force Cadets receive training in the form of a briefing once per semester
   a. The commanding officer goes over the policy
b. Cadets are informed hazing is not acceptable behavior per UF and Air Force standards

6. The Cadre (active duty leaders) are present at all official functions including physical training (PT) sessions

7. Cadets are always in Locked-on or Locked-off status. In Locked-on status the cadets are following the hierarchy per rank. The culture that exist, as intended, is there is no hierarchy when Cadets are in Locked-off status while on or off campus

8. Options Cadets have for reporting hazing other than through chain-of-command:
   a. Cadet Wing Staff Inspector General - A cadet can go straight to him/her without going through their chain-of-command (Student going to a student)
   b. Cadre (Active Duty staff… are they required to report to the University?)

9. Cadet in attendance reported never witnessing or hearing of any hazing incidents

10. Twenty percent of the Cadets are students at Santa Fe College

Recommendations

1. ROTC should partner with university personnel to develop anti-hazing training specific to their population

2. Develop anti-hazing training protocols specific to the ROTC program at the University of Florida to be used in conjunction with the programs for each branch of the military. The training should include specific review of University policies on hazing

3. Document the completion of the training on hazing indicating information covered and Cadets in attendance

4. Determine if the mandatory requirement for University employees to report incidents applies to the Cadre

5. Develop policies and procedures to ensure Code-of-Conduct incidents are reported to appropriate University personnel. Communicate reporting options that are outside of the ROTC community

6. Develop policies and procedures specific to non-UF students
Band

The student representatives from the band attended a meeting of the committee. They were very forthcoming about the band’s practices and the culture of the group. It was evident that they had been deeply affected by the situation at FAMU.

As mentioned in the findings, Santa Fe students are eligible to participate in the UF band. There are concerns about risk, liability and process concerning the non-UF students.

Findings

1. Band training documents include links to UF policies regarding hazing and the Code-of-Conduct
   a. Members are expected to be familiar with the Code-of-Conduct
   b. At the meeting before every trip the leaders go over the specifics of the Code-of-Conduct for that trip

2. On day-1 of training the leaders go through the band handbook and talk about hazing
   a. Members are told to go to their section leader if problems occur
   b. Band members can also go to the Drum Majors if there are problems
      i. The Drum Majors are in constant communication with the band staff

3. Band members must be enrolled in the UF band class but are not required to be degree seeking UF students
   a. Santa Fe College students take the UF band class and are members of the band
   b. It is possible for high school students who are dual enrolled and taking the band class to be members of the band

4. The band’s co-ed fraternity and sorority operate for other music organizations, e.g. symphony
   a. Fraternity/Sorority members do functions such as setting up the field for practices and similar “chores”
   b. Membership candidates are asked to do less so they can get acclimated to university life
5. Band members spend most of their time with people in their section which is typically determined by their instrument

6. If incidents occurred they would “stick out like a sore thumb”

7. Band members are forbidden from using the term ROTAG in reference to rookie members as it considered to be offensive

8. The FAMU Marching 100 incident was discussed by the leaders and the band members.
   a. The discussion included members being told to report any incidents if they ever occurred

Recommendations

1. Document the completion of the training on hazing indicating information covered and band members in attendance

2. Develop policies and procedures specific to Santa Fe College and high school students

3. Document hierarchy for band members to report incidents and communicate the procedures with the members. The procedures should include options to report incidents to university personnel other than those affiliated with the band

University Athletic Association (UAA)

The student representatives openly discussed experiences with teams.

Findings

1. Coaches are required to instruct athletes of the UAA policies concerning hazing

2. The UAA hazing policy clearly holds the coaches responsible if they are aware of hazing incidents involving their team

3. Players on their teams are told hazing is not tolerated when they begin as freshmen.

4. It is an “unspoken culture” that hazing is not practiced.

5. One some teams, students from different classes have different responsibilities, e.g. freshmen handle the extra bags on trips; seniors ensure all players match when they are on the road. The UAA administration agreed to address these issues with the teams to ensure that they do not continue as they may be construed as hazing.
6. If a hazing incident occurred it would be reported to the head coach.

7. Athlete reported “UAA does a good job of making sure they do the right thing”.

8. An athlete mentioned a particular team tradition during the subcommittee meeting. The group felt that further evaluation would be appropriate. This was reported to the coach and the Dean of Students Office (DSO) that investigated and found that no hazing took place. The coach decided to increase training on hazing with the team and the DSO will work with the UAA to provide enhanced training on hazing for all athletic teams.

Recommendations

1. Document procedures for instructing UAA coaches of the policies concerning hazing

2. Document the completion of the training on hazing indicating information covered and band members in attendance

3. Develop policies and procedures to ensure Code-of-Conduct incidents are reported to appropriate University personnel. The procedures should include options to report incidents to university personnel other than those affiliated with UAA

4. Determine if any current team cultures include any activities that might be considered hazing.
Florida Greek Community Hazing Awareness Survey

Method and Sample

- Date Range: 9/28/2012-10/31/2012
- E-mailed to all 5,661 fraternity/sorority members listed in the Student Activities and Involvement database on 9/28/2012
  - Reminders sent on 10/7/2012 and 10/17/2012
- 748 respondents (13.25%) started the survey; 81.42% of those completed the survey

Summary of Results

Defining Hazing

- 92.92% of respondents said they were at least somewhat familiar with the University of Florida Hazing Policy
  - 26.74% said they were somewhat familiar
  - 36.9% said they were very familiar
  - 29.28% said they were extremely familiar
- Participants were given 27 practices and were asked whether they agreed or disagreed that they were hazing
  - The majority of participants disagreed or strongly disagreed that the following practices are hazing:
    - Attending mandatory study halls/study hours
    - Completing a specific number of community service hours
    - Scavenger hunts
    - Having required duties for new members
    - Written tests or assessments of organizational knowledge
    - Teambuilding activities
The majority of participants agreed or strongly agreed that the following practices are hazing:

- Deprivation of beverages or food by others
- Deprivation of sleep by others
- Forced association with specific people and not others
- Being forced to consume substances not intended for eating or drinking
- Being forced to consume alcohol or other drugs
- Kidnapping or abandonment of members
- Having to wear embarrassing clothing
- Being forced to engage in or stimulate sexual acts
- Being paddled
- Acting as a personal servant for other individuals
- Being tied/taped up
- Being forced to destroy or steal property

For the following practices, there was not a majority in agreement or disagreement:

- Being blindfolded during activities is hazing. (49.33% agreed or strongly agreed)
- Cleaning up chapter facilities (official or unofficial) is hazing. (46.65% disagreed or strongly disagreed)
- Deprivation of privileges granted to other members is hazing (45.99% agreed or strongly agreed)
- Being required to stay at the chapter house (official or unofficial) is hazing (25.8% said that they neither agreed or disagreed)
- Forced attendance at social events (46.92% disagreed or strongly disagreed)
Calisthenics (37.3% said that they neither agreed or disagreed)

- Pledge (designated) driving (47.86% disagreed or strongly disagreed)
- Line ups (47.99% agreed or strongly agreed)
- Completing a ropes course (48.26% disagreed or strongly disagreed)

**Hazing in the Florida Greek Community**

- 72.55% of respondents said that they believe hazing is occurring in the Florida Greek community
  - 30.44% said yes, definitely
  - 42.11% said yes, probably
  - 20.06% said no, probably not
  - 7.40% said no, definitely not
  - However, only 13.11% of respondents to the survey said that they thought hazing in the Florida Greek community is a problem

- Where Hazing is Occurring
  - 75.98% of respondents said hazing is occurring on campus in private spaces and 79.48% said hazing is occurring off campus in private spaces
  - 25.76% of respondents said hazing is occurring on campus in public spaces and 27.95% said hazing is occurring off campus in public spaces

- Nature of Hazing
  - In response to “Please list the hazing activities that you think are the most common in fraternities and sororities at the University of Florida”, the most popular answers were:
    - Alcohol
    - Pledge driving
    - Cleaning
    - Servitude/being forced to do things by active brothers/sisters
- Calisthenics/Being forced to exercise or do physical activities
- Beating/paddling
- Memorization/Line ups
- Sleep deprivation
- Humiliation/embarrassment
- Drugs

**Reasons for Hazing**

- In response to the statement, “Hazing is a valuable part of the new member process,”
  - 32.54% said never
  - 27.33% said occasionally
  - 21.8% said rarely
  - 18.33% said often (12.64%) or always (5.69%)

- Top reasons why hazing is occurring:
  - It’s tradition
  - It creates pledge class unity
  - It builds brotherhood/sisterhood
  - It builds respect
  - New members should have to earn their letters
    - Only 15% of respondents said hazing was occurring either because other chapters do it or because they were hazed.

- Qualitative:
  - “I’ve never experienced it, but we are broken people. People I think simply enjoy it.”
  - “Actions that are considered hazing usually stem from actually good ideas and principles that got out of hand or have over the
years changed. The messages that people hope to convey often aren’t but if programs are restructured and held to strict guidelines a program can be conducted properly.”

• “Because it allows us to make sure this person is of the quality to join our organization. To make sure that they can handle stress and manage their time properly. To make sure we can expect them to be able to handle the large time commitment of being an active member of our organization and balance school”

Effects of Hazing

• 91.31% of respondents (578) said that they have not been the target of hazing in their chapter

  o Of those who said they were, they said that hazing:
    ▪ Promoted group unity/bonding (72.22%)
    ▪ Made them feel more a part of the group (68.52%)
    ▪ Gave them a sense of accomplishment (64.81%)
    ▪ Made them feel stressed (59.26%)

Other Factors

• From your observations, how frequently do hazing practices include the following?
  o At least 50% said hazing includes alcohol at least occasionally
  o 24.33% of respondents said hazing includes graduate/alumni members at least occasionally
  o 27.96% of respondents said hazing takes place among co-ed crowds at least occasionally

• Not including students involved in hazing activities, respondents thought the following people/groups might have knowledge of hazing behaviors
  o Other students not affiliated with the chapter (49.29%)
  o Alumni (41.71%)
  o Family members (28.12%)
**Intervention**

- 76.84% of respondents said they have witnessed an occurrence of hazing in the Florida Greek community
  - Of those who had witnessed hazing, 43.45% of them said they had witnessed it more than 5 times
  - However, 91.03% of them did not tell anyone/report these activities
    - 53.91% of them said they didn’t report it because they didn’t feel it was wrong
    - 37.5% of them didn’t want the chapter to get in trouble
    - 29.69% didn’t want individuals to get in trouble
- Respondents said that if they felt they were being hazed, they would consider telling the following:
  - Friend
  - Family member
  - Contacting chapter leaders
- 59.12% of respondents said that they were very likely or extremely likely to intervene if they were to witness hazing in their chapter in the future
  - Of those who said they did not, they said they would not because:
    - They wouldn’t want the chapter to get in trouble
    - They wouldn’t want individuals to get in trouble
    - They are afraid of negative consequences
APPENDIX F: RESOURCES

Resources


