

Collin's Law Anti-Hazing Education

For more information, go to stophazing.osu.edu

By completing this course you will be able to:

- Define hazing
- Identify laws and policies regarding hazing
- Recognize hazing and intervene as a bystander
- Understand reporting requirements
- Access available resources

Involvement, Belonging and Values

Ohio State Students who are involved are more likely to:

- Have relationships with other Ohio State students
- Be satisfied with their experiences at Ohio State
- Feel they were a part of the Ohio State community
- Have relationships with Ohio State staff

Values and Expectations

- We look to create a sense of community where everyone is entitled to dignity and respect
- Our ideal community is one where everyone strives **to be a better Buckeye** and treats one another with dignity and respect

As a member of the Buckeye community, I deserve:

- An experience that respects my human dignity and protects my mental and physical well-being
- To be treated as an individual
- To be fully informed about the new member process/rookie year/first year/etc.
- To ask questions and receive true and objective answers from members
- To be treated as capable and mature without being patronized
- To make informed choices without undue pressures from others
- To have a positive new member/rookie year/first year/etc. experience
- The ability to participate in activities that promote my academic growth, develop my leadership and social skills, assist my career goals and improve my relationship with others

Hazing Awareness

What is Hazing?

The Ohio State University Anti-Hazing Policy defines Hazing as:

- Doing, requiring or encouraging any act, whether or not the act is voluntarily agreed upon, in conjunction with initiation or continued membership or participation in any group, that causes or creates a substantial risk of causing mental or physical harm or humiliation.
- Such acts may include, but are not limited to, use of alcohol, creation of excessive fatigue, and paddling, punching or kicking in any form.
- Failure to intervene, prevent, or report acts of hazing may constitute a violation of this section.

When thinking about hazing, it is important to note:

- Group context: Hazing is associated with the process of joining and maintaining membership in a group
- Abusive behavior: Hazing involves behaviors and activities that are potentially humiliating and degrading, with potential to cause physical, psychological and/or emotional harm

- Regardless of an individual's willingness to participate: The "choice" to participate in a hazing activity is deceptive because it's usually paired with peer pressure and coercive power dynamics that are common in the process of gaining membership in some groups
- Circumstances in which pressure or coercion exist can prevent true consent

Wait! Isn't Hazing Illegal? Correct!

- In addition to being prohibited under the Code of Student Conduct, Ohio enacted Collin's Law: The Ohio Anti-Hazing Act in October of 2021
- This Ohio law prohibits hazing and makes certain hazing behaviors, including the failure to report hazing, a misdemeanor or felony charge

Collin's Law Definition of Hazing

- **"Hazing"** means doing any act or coercing another, including the victim, to do any act of initiation into any student or other organization or any act to continue or reinstate membership in or affiliation with any student or other organization that causes or creates a substantial risk of causing mental or physical harm to any person, including coercing another to consume alcohol or a drug of abuse, as defined in section 3719.011 of the Revised Code.

Collin's Law Legal Penalties

Third Degree Felony

- Recklessly participating in hazing of another when the hazing includes coerced consumption of alcohol or drugs or abuse resulting in serious physical harm to the other person.

Second Degree Misdemeanor

- Recklessly participating in the hazing of another.

The following penalties apply to any university administrator, employee, faculty member, teacher, consultant, alumnus or volunteer:

Third Degree Felony

- Recklessly permitting the hazing of any person associated with the organization when the hazing includes coerced consumption of alcohol or drugs of abuse resulting in serious physical harm to that person.

Second Degree Misdemeanor

- Recklessly permitting the hazing of any person associated with the organization.

The following two penalties on reporting applies to any university administrator, employee, faculty member, teacher, consultant, alumnus or volunteer:

Fourth Degree Misdemeanor

- Recklessly failing to immediately report knowledge of hazing to the law enforcement agency in the county in which the victim of hazing resides or in which the hazing is occurring or has occurred.

First Degree Misdemeanor

- It becomes a First Degree Misdemeanor if the hazing causes serious harm.

Where can hazing happen?

Hazing incidents can happen in many different places, including:

- Athletic Teams
- Performing Arts Groups
- Sororities and Fraternities
- Student Organizations
- Other Various Settings: middle/high schools, the military, workplaces, in-person and virtually

Knowledge Check Question 1

Select the correct answer from the choices.

Hazing is defined as:

- A. A time-honored rite of passage needed to demonstrate new members' loyalty, and one that every new member should undergo
- B. Doing, requiring or encouraging any act, whether or not the act is voluntarily agreed upon, in conjunction with initiation or continued membership or participation in any group, that causes or creates a substantial risk of causing mental or physical harm or humiliation
- C. Harmless fun or pranks
- D. Bullying

The correct answer is B.

Knowledge Check Question 2

Select the correct answer from the choices.

Which of the following is correct?

- A. Students are required to report hazing to Ohio State under Code of Student Conduct
- B. Only students are required to report hazing to law enforcement under Collin's Law
- C. Faculty/staff are required to report hazing to law enforcement under Collin's Law
- D. Choices A and C

The correct answer is D. Ohio State encourages anyone who has knowledge of hazing to report to law enforcement.

Knowledge Check Question 3

Select the correct answer from the choices.

Under Collin's Law, if a member(s) of a group or organization uses alcohol and/or other drugs to haze a new member, and that new member is seriously harmed, this could be classified as a:

- A. Misdemeanor
- B. Felony
- C. Silly Prank
- D. Citation with a warning

The correct answer is B.

Knowledge Check Question 4

Select the correct answer from the choices.

A university staff member learns of a hazing incident and does not report it to anyone. This could be considered a _____ under Collin's Law:

- A. Misdemeanor
- B. Felony
- C. Citation with a warning

The correct answer is A.

Knowledge Check Question 5

Select the correct answer from the choices.

Where can hazing occur? Select all that apply:

- A. Any Student Organization
- B. Honor Societies
- C. Performing Arts Groups
- D. ROTC
- E. Sororities and Fraternities
- F. Sports Teams/Athletic Clubs
- G. All of the above

The correct answer is G.

National Hazing Data

- 55% of college students involved in clubs, teams, and organizations experience hazing
- 9 out of 10 students who have experienced hazing behavior in college do not consider themselves to have been hazed
- 95% of cases where students identified their experience of hazing, they did not report the events to campus officials

Why do people not report?

Reasons:

- Minimized the Hazing: No big deal, no one got hurt, wasn't extreme
- Thought it was Voluntary: I made the choice to go along, I knew what it was and was willing to participate.
- Social Risk: Feeling they would lose friends or not belong if they reported
- Normalizing: Thinking that this is something everyone must do.
- Lack of Awareness: Didn't understand that it was hazing until much later, or that what seemed to be a harmless activity was going to make you feel the way you did.

Spectrum of Hazing Behaviors

Low	Recognition	High
Subtle/Intimidation	Harassment	Violence
<ul style="list-style-type: none">• Deception• Social isolation of new members or silence periods• Assigning punishments/demerits• Name calling• Expecting certain items to always be in one's possession	<ul style="list-style-type: none">• Verbal Abuse/Yelling/Screaming• Excessive workouts or above and beyond physical activities• Threats or implied threats• Asking new members to wear embarrassing attire• Skit nights with degrading/humiliating acts• Sleep deprivation• Acts of servitude/Tasks in exchange of something (e.g., meal swipes)	<ul style="list-style-type: none">• Forced consumption of alcohol or drugs• Physical assault, beating or paddling• Branding• Forced injection of substances• Water intoxication• Abduction/kidnapping• Sexual assault• Public nudity
High	Frequency	Low

Hazing Behaviors

- It is important to note that hazing is not necessarily defined by a list of behaviors or activities.
- Focusing solely on a list of behaviors fails to sufficiently address context and power dynamics involved.
- While not all traditions or initiations will involve hazing, many warning signs and actual instances of hazing are overlooked by those in the community who have the potential to intervene and prevent harm.

Knowledge Check Question 6

Select the correct answer from the choices.

Mary is 19 years old and is joining the debate team. Mary has been invited by active members to a party off-campus. At the party, multiple senior members of the team offer Mary alcohol. Which of the following applies to this scenario? Select all that apply:

- A. They are just having fun
- B. They are providing alcohol to someone underage
- C. Mary could possibly feel pressured to drink to get on the team
- D. This is just what college students do.
- E. Choices B and C

The correct answer is E.

Knowledge Check Question 7

- A. True
 - B. False
 - C. True
 - D. False
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Knowledge Check Question 8

Select the correct answer from the choices.

You, Riley and Jaden have been active members of Beta Beta Beta Sorority for three years. Riley called Jaden some unkind names at a chapter event on the Oval.

True or false is this considered hazing?

- A. True
- B. False

The correct answer is B. While the name calling might not be nice, neither of the students are in the joining process.

Hazing Prevention

When Joining a Group Ask

Current Members:

- What kinds of things do you have to do to join the group?
- What is the group's position on hazing?
- Has the group ever been in trouble for hazing?
- How long does it take to join?
- Does the group have a policy of transparency, or do they keep activities a secret?
- How much time will be involved?
- Does the group have a "hell week"?

Ask Other Students:

- What do you know about this group?
- What kind of a reputation does it have?
- Have you heard about how it treats new members?

Check Other Sources:

- Review posted campus hazing violations involving Ohio State registered student organizations.
 - go.osu.edu/violations
- Speak with staff who work with student groups (e.g., Athletics, ROTC, Sorority and Fraternity Life, and Student Activities).

Preventing Hazing in Your Group

When planning activities, keep these questions in mind:

- What part of this activity is advancing the mission and vision of our group?
- What is the intended purpose or outcome of the activity?
- Are we being transparent with expectations and what is going to occur?
- Will alcohol be present?
- Will people feel pressure to participate?
- Why are only certain members being asked to participate in this particular activity (e.g., only new members)?

Ask yourself, is it hazing?

- Would I feel comfortable participating in this activity if my parents and family were watching?
- Would we get in trouble if a college administrator walked by and saw us?
- Am I being asked to keep these activities a secret?
- Am I doing anything illegal?
- Does participating in this activity violate my values or those of my group?
- Is this causing emotional or physical distress, or stress to myself or to others?
- How might this impact my future?

Hazing Intervention

Warning Signs of Hazing

Changes in behavior and communication that may correspond with the timing of a person becoming involved with a group

Disrupted patterns of behavior such as:

- Not attending classes
- Change in grades
- Becoming difficult to reach or other changes in patterns of communication
- Not coming home as/when expected
- Not eating meals as usual
- Change in personal hygiene
- Only associating with certain people
- Describes activities that would meet the definition of hazing but refers to them as "traditions" or "initiations"
- Chronic fatigue, symptoms of depression
- Family, friends, roommates, staff in organization of school express concerns about change in behavior
- Unusual photos posted on social media

What is Bystander Intervention?

Any situation in which a person observes or hears about hazing and takes steps to support and/or prevent potential harm to those involved or to themselves is known as "bystander intervention" (Berkowitz, 2009; Stapleton & Allan, 2014).

Bystander Intervention

- Doesn't tell you what to do - it only tells us to do something!
- Even if you attempt to safely intervene and it seems like you didn't succeed at first, please don't give up. Try another intervention method.
- Your voice and actions can stop harm from happening.

Hazing Intervention (One - on - One)

How to help a fellow Buckeye you think is being hazed:

- Express your concern.
- Describe what you have observed (use "I" statements like "I see you aren't sleeping" or "I feel your energy level has been low").
- Ask what they have had to do as part of joining the group. If they describe behaviors that sound like hazing, say that hazing is not ok and that they don't have to go along with it.

How else to help a fellow Buckeye you think is being hazed:

- If you suspect that they are being hazed but they won't say so, ask if there are things going on that they aren't supposed to talk about. If that is the case, it's very likely that the person is being hazed.
- Let them know it's okay to withdraw from a group at any point.
- Offer to support the person in getting care and ask how you can be helpful.
- Let them know what resources are available for support and reporting.

Hazing Intervention (Group)

Use the Three D's

Direct

- Confront the situation by asking the person(s) to stop
- "Hey, I don't think we should be doing this right now."

Distract

- Redirect the attention of those involved so the situation stops.
- You could change the conversation or start a different activity that would be safer and redirect the group.

Delegate

- Ask someone else to help to stop the situation.
- That could mean asking a person nearby, a friend, a staff member or calling 9 1 1 in an emergency (if that feels safe for you)

Reporting and Resources

Student Conduct

- All reporting information can be found here: go.osu.edu/ReportHazing

Law Enforcement

- Emergencies: Dial 9 1 1
- Off-Campus: Columbus Police: 614-645-4545
- Columbus On-Campus: Ohio State Police: 614-292-2121
- Local non-emergency lines for all campuses can be found at the link above

Knowledge Check 9

Which of these is **NOT** a valid intervention style?

- A. Distract: Interrupt the incident by doing things like asking people involved for directions, thus breaking up their state of mind.
- B. Diffuse: Use aromatherapy to calm down everyone involved in the incident.
- C. Direct: Confront the individuals directly and tell them to stop.
- D. Delegate: Ask for help from others, like a staff member or law enforcement.

The correct answer is B.

Knowledge Check 10

You are an Ohio State student, and you are not employed in any way by the university. Your roommate is very excited to join an organization in which she has expressed interest. On Monday, your roommate shared that during the weekend, interested members weren't allowed to sleep, had their phones taken away, and were asked to run errands for older members. Upon hearing this information, what should you, as a student, do next?

- A. Call your favorite professor or academic advisor for advice.
- B. Complete the online Hazing Incident Report form found on Student Conduct's website, providing your name and contact information.
- C. Use the university's anonymous reporting line, EthicsPoint, which allows reporters to remain anonymous and have continued conversations with university officials without the need to provide any personally identifiable information (understanding that remaining anonymous may not satisfy your duty to report under the Anti-Hazing policy).
- D. Do nothing unless your roommate shares additional details.
- E. Choices B and C

The correct answer is E. As a student, you should file a report either by completing the incident form found on Student Conduct's web page or using EthicsPoint. Option B is the best next step to comply with Ohio State's Anti-Hazing policy as the duty to report to the university is satisfied by completing an online Hazing Incident Report form. Making a full report with all known information- including providing your name and contact information- is required by the Anti-Hazing policy. While it does not fulfill the duty to report to the university, Option C does allow for an ongoing conversation to share information and ask questions while remaining anonymously.

Knowledge Check 11

John is a chemistry major and is looking to join the chemistry honor society. John is told by the honor society leaders that he needs to swipe them into the dining hall every day this week and then he can join.

This hazing behavior would be considered:

- A. Name calling
- B. Acts of servitude
- C. Verbal abuse

The correct answer is B.

Knowledge Check 12

Dominique is joining the club Frisbee team. While joining, members tell her that she needs to always carry a scarlet Frisbee with her. If members find her without it, they will demand that she do twenty push-ups as a punishment. Is this hazing?

- A. True
- B. False

The correct answer is A.

Reporting Reminders

- Under Collin's Law, any administrator, employee, faculty member, teacher, consultant, alumnus or volunteer of any organization must immediately report hazing to law enforcement. Failure to report may constitute a criminal offense.
- Students do not have the same reporting obligation under Collin's Law but students are required to report hazing under the Code of Student Conduct.
- Anonymous reports do NOT satisfy the obligations found in the Code of Student Conduct or under Collin's Law.

Resources

Counseling and Consultation Service

- ccs.osu.edu

Student Conduct

- studentconduct.osu.edu

Student Legal Services

- studentlegal.osu.edu

Student Health Services

- shs.osu.edu

Anti-Hazing 24/7 Hotline

- 1-888-NOT-HAZE (1-888-668-4293)

Summary

- Hazing often occurs in a group context- joining or maintaining membership.
- Hazing happens regardless of an individual's willingness to participate.
- Hazing includes intimidating, harassing and violent/endangering behavior.
- Intervene (The Three Ds- Direct, Distract, Delegate)
- Report information and obligations at go.osu.edu/ReportHazing.

Final Assessment

1. Which of the following is correct?

- A. Students are required to report hazing to Ohio State under the Code of Student Conduct
- B. Only students are required to report hazing to law enforcement under Collin's Law
- C. Only faculty/staff are required to report hazing to law enforcement under Collin's Law
- D. Choices A and C

The correct answer is Choice D.

2. A hazing behavior is fine if a student consents and voluntarily goes along with the activity or task.

- A. True
- B. False

The correct answer is B. Individuals don't consent to hazing. This is because of power dynamics involved.

2. Hazing can be defined as:

- A. A time-honored rite of passage needed to demonstrate new members' loyalty, and one that every new member should undergo.
- B. Any act in conjunction with group membership, that causes or creates a mental or physical harm or humiliation
- C. Harmless fun or pranks
- D. Bullying

The correct answer is B.

4. Under Collin's Law if a group of people use alcohol and/or drugs to haze a new member, and that new member is seriously harmed, this could be classified as a...

- A. Misdemeanor
- B. Felony
- C. Citation with a warning
- D. Silly Prank

The correct answer is B.

5. A volunteer coach learns of a hazing incident and does not report it to anyone. This could be considered a _____ under Collin's Law.

- A. Felony
- B. Misdemeanor
- C. Citation with a warning

The correct answer is B.

Thank you for completing the Collin's Law Anti-Hazing Education!