



# Alpha Delta Pi

BE THE FIRST

## STOP THE HAZING TABLING GUIDE

It is important that you first follow all campus, local and state/provincial guidelines regarding COVID protocols and in-person events.

### About Stop the Hazing

In 2017, Alpha Delta Pi sister Rae Ann Gruver and her husband Steve lost their son to a hazing incident at Louisiana State University. Since Max's death, Steve and Rae Ann have traveled across the country sharing Max's story, and in fall of 2018, Alpha Delta Pi partnered with the Max Gruver Foundation to help spread awareness of the dangers of hazing. This year, Alpha Delta Pi and the Max Gruver Foundation with support from the Alpha Delta Pi Foundation will once again partner for our annual Stop the Hazing campaign.

### Creating an Awareness Tabling Event

The first step in tabling is being clear about why you have a table and what you are hoping to share with your campus community. All members should be aware of your why and those who will be at your table should be able to speak to this to people who stop at your table for information and education.

- **Supplies from Executive office:** Stop the Hazing bracelets, Stop the Hazing stickers & both virtual and paper pledge cards
- Create meaningful messaging
  - Education on Stop the Hazing, utilizing the 2022 Ways to Get Involved guide
- Collaboration with another organization, council or student organization
  - Create a campus partnership with another Panhellenic sorority or member of your campus community. The larger the reach, the stronger the impact
  - Let other organizations know when and where you will be tabling and invite them to participate by stopping by the table
  - Take pictures of those who stop by your table. Tag these individuals and their organization's handle to increase reach.
- Know where you can find help and support
  - Share information about where hazing can be reported, where students can find help and support, and where policies are located.
  - At a table, you are starting the conversation, and you also want to use the opportunity to amplify resources that can be accessed
- Things to avoid
  - Turning awareness campaign into a gimmick
    - Hazing is a traumatic life-altering unhealthy tradition some members of the community may have endured. Relying on puns or othering language takes away from the seriousness of the cause.
    - Ex. DONUT haze; Hazing is NUTS, general pledge "These hands don't haze" without intentionality or education
  - Passive tabling practices
    - This is your chapter's opportunity to create a stand against hazing. Tabling means you often must be proactive and "invite people in" to the conversation. Give those who are tabling some conversation starters they can use to get people to stop to engage with your table.

- Have two to three members volunteering at the table together. This is a great opportunity to have your wellness specialist or other officers teach newer members how to table and bring awareness to Stop the Hazing
- Provide talking points to anyone tabling. This can increase comfortability with starting a conversation.

## Interactive Activity Suggestions

### FACTS VS MYTHS

Create a list of questions and have participants guess if the statement is a fact or myth. This gives them the ability to think through hazing decisions and learn more about how they can help create healthier, safer environments for all members.

There are some examples provided by Death By Hazing Sigma Alpha Epsilon and the National Hazing Prevention resource guide. Make sure with any myth/fact you are sharing that you have a source for the information you are providing.

- Myth #1: Hazing is a problem for fraternities and sororities primarily.
  - Fact: Hazing is a societal problem. Hazing incidents have been frequently documented in the military, athletic teams, marching bands, religious cults, professional schools and other types of clubs and/or, organizations. Reports of hazing activities in high schools are on the rise.
    - While problem in many other organizations and environments, we still have an obligation to address the issue as values-based organizations.
- Myth #2: Hazing is no more than foolish pranks that sometimes go awry.
  - Fact: Hazing is an act of power and control over others --- it is victimization. Hazing is pre-meditated and NOT accidental. Hazing is abusive, degrading and often life-threatening.
- Myth #3: As long as there's no malicious intent, a little hazing should be O.K.
  - Fact: Even if there's no malicious "intent" safety may still be a factor in traditional hazing activities that are considered to be "all in good fun." For example, serious accidents have occurred during scavenger hunts and kidnapping trips. Besides, what purpose do such activities serve in promoting the growth and development of group team members?
    - [Hidden Harm](#) can come from can be unaware of the impact of our actions due members personal histories and previous experiences
- Myth #4: Hazing is an effective way to teach respect and develop discipline.
  - Fact: First of all, respect must be EARNED--not taught. Victims of hazing rarely report having respect for those who have hazed them. Just like other forms of victimization, hazing breeds mistrust, apathy and alienation.
- Myth #5: If someone agrees to participate in an activity, it can't be considered hazing.
  - Fact: In states that have laws against hazing consent of the victim can't be used as a defense in a civil suit. This is because even if someone agrees to participate in a potentially hazardous action it may not be true consent when considering the peer pressure and desire to belong to the group.
- Myth #6: It's difficult to determine whether or not a certain activity is hazing--it's such a gray area sometimes.
  - Fact: It's not difficult to decide if an activity is hazing if you use common sense and ask yourself the following questions: Make the following inquiries of each activity to determine whether or not it is hazing.
    1. Is alcohol involved?
    2. Will active/current members of the group refuse to participate with the new members and do exactly what they're being asked to do?
    3. Does the activity risk emotional or physical abuse?
    4. Is there risk of injury or a question of safety?
    5. Do you have any reservation describing the activity to your parents, to a professor or University official?
    6. Would you object to the activity being photographed for the school newspaper or filmed by the local TV news crew or video of the event posted to your organization's social media account?

Adapted from Death By Hazing Sigma Alpha Epsilon. 1988. Will Keim, Ph.D., "The Power of Caring

## QUESTIONS IN A BOWL

This is a similar activity with True or False questions. Answering a question correctly could lead to an incentive (e.g. button or candy) or could be strictly an educational opportunity. Make sure with any answers you are sharing that you have a source for the information you are providing

- **TRUE** or FALSE Hazing not only happens at the college level, but also in high schools, middle schools, and in the workplace.
  - Hazing has been noted in children as young as 9 years old. It happens in middle schools and high schools, it happens in organizations, church groups, and homes. It happens with marching bands, athletes, fraternities & sororities, siblings, the military, among others. It is not an issue only for colleges.
- **TRUE** or FALSE Someone has died on a college campus every year since 1970 due to hazing.
  - Since 1970, at least one person has died on a college campus as a result of a hazing incident. In fact, as of January 1, 2005, the number of recorded hazing/pledging/rushing-related deaths in fraternities and sororities stands at 80 men and 6 women.
- TRUE or **FALSE** Hazing is a problem for Fraternities and Sororities primarily (compared to clubs, sports teams, etc.).
  - Hazing is a societal problem. Hazing incidents have been frequently documented in the military, athletic teams, marching bands, religious cults, professional schools, and other types of clubs and/or, organizations. Reports of hazing activities in high schools are on the rise.
- TRUE or **FALSE** Hazing is no more than foolish pranks that sometimes go wrong.
  - Hazing is an act of power and control over others — it is victimization. Hazing is pre-meditated and NOT accidental. Hazing is abusive, degrading and often life-threatening.
- TRUE or **FALSE** As long as there is no malicious intent, a little hazing is okay.
  - Even if there's no malicious "intent", safety may still be a factor in traditional hazing activities that are considered to be "all in good fun." For example, serious accidents have occurred during scavenger hunts and kidnapping trips. Besides, what purpose do such activities serve in promoting the growth and development of group team members?
- TRUE or **FALSE** Hazing is an effective way to teach respect and develop discipline.
  - First of all, respect must be EARNED, not taught. Victims of hazing rarely report having respect for those who have hazed them. Just like other forms of victimizations, hazing breeds mistrust, apathy and alienation.
- TRUE or **FALSE** If someone agrees to participate in an activity, it can't be considered hazing.
  - In states that have laws against hazing consent of the victim can't be used as a defense in a civil suit. This is because even if someone agrees to participate in a potentially hazardous action it may not be true consent when considering the peer pressure and desire to belong to the group.
- TRUE or **FALSE** Hazing is a criminal offense in all 50 states.
  - Currently, there are still six states that do not have a law against hazing. States without laws include: Alaska, Hawaii; Montana, Wyoming, South Dakota & New Mexico. Canada currently has no specific anti-hazing legislation
    - A follow up recommendation is to look up the [hazing laws](#) in your state/province to reinforce the severity
- **TRUE** or FALSE Sleep deprivation is a form of hazing.
  - Sleep deprivation, repeatedly waking up pledges/members, or not allowing them to sleep for at least one continuous six hour block of time, is considered a form of hazing.
- TRUE or **FALSE** If you were hazed, it's OK to haze other members, because it is tradition.
  - "Tradition" is a dangerous word when used with activities like hazing. In many cases, the reasons have been lost as to why traditions even happen. Hazing never serves a positive purpose and whether it happens because it always has or not, it is still a crime and must be stopped. It takes a stronger person to stand up and stop traditions that are wrong, that it does to uphold even the most difficult of traditions.
- **TRUE** or FALSE Most hazing related activities and deaths involve alcohol.
  - 82% of all deaths from hazing involve alcohol.
- **TRUE** or FALSE Most people who haze others have a low self-image/self-esteem.
  - Hazing is a form of victimization and results in the apparent control and power one has over another person. Just as in the case of a bully on a elementary school playground, the

hazing covers up a low self-image. When a person doesn't feel good enough about themselves to earn respect and lead people with integrity and respect, they turn to measures whereby they can "force" respect from people by overpowering them and hazing them.

Source: NPHW

## CREATE WHITE BOARD/DRY ERASE BOARD SIGN FOR PHOTOS

This activity could add to your social media awareness component. Have participants fill out whiteboards to customize answers on prompted signs, and post pictures of the participants with what they have written. This will help bring awareness against hazing and give the opportunity to idea share positive examples of group bonding activities.

- I build brotherhood/sisterhood/siblinghood by:
- I don't haze because I.....
- I will stop hazing by...

## SIGN A STOP THE HAZING PLEDGE CARD & DISPLAY THEM

- Contact campus administration or FSA if you want to display a banner or pledge cards on campus in areas that might require reservations or approval to post
- Create large banner for collective pledge to condone and stop hazing

## GENERAL TABLING TIPS AND TRICKS

- Advertise ahead of time, create interest that your chapter will be creating awareness around the Stop the Hazing and National Hazing Prevention Week
- Advertise ahead of time through social media and announcements at meetings and through other campus resources. Create interest that your chapter will be creating awareness around the Stop the Hazing and National Hazing Prevention Week
- Set up your tabling kit and budget time for set up and breakdown
  - An Alpha Delta Pi tablecloth or banner is helpful to identify the chapter. With the tablecloth, make sure it is folded and stored after each use to not look wrinkly or messy.
  - Scotch tape, duct tape, scissors, a bundle of pens (for signing the anti-hazing pledge), permanent markers, dry erase markers and eraser, rubber bands and paperweights (for any flyers), post-it notes, colored markers, a highlighter, glue stick, binder clips, and anything else you may need.
- Identify a strong location, think of high traffic areas where students pass through between classes
  - Learn what you need to do to reserve this space. You'll also want to make sure to understand what is provided – i.e. Is an actual table provided? Or do you supply this?
  - This may be by your student union or campus hub even by the library
- Collect information on how many people came by your booth
  - An easy way to do this is to have a sheet of paper where members make a tally each time someone stops.
- Engage with students, faculty and staff who walk by. Stand in front of the table instead of sitting behind on your phone
  - Create a welcoming environment by greeting those who are in the area. Even if they don't stop for a conversation, they will take a moment to look at what you are promoting.
  - Having an interactive component will help with traffic and creating stronger awareness. This allows for something to "anchor" a conversation, so there is something to do when someone stops.
- Practice or create a short information sheet for tabling volunteers
  - Maybe this is something we create. Then we have blanks where they can fill in campus policy, state law, where to report, etc
  - This will give members confidence in talking about Stop the Hazing to the community
- Encourage chapter members to stop by the table
  - Not every member of your chapter may be volunteering at the table. Encourage those who not to take a moment to stop to see those members who are doing this. This can also help other students see that people are stopping and engaging in the conversation.

- Ask campus offices and/or student organizations if they have materials you could distribute.
  - This is another way to establish partnership and show who else is part of this conversation.
  - This can also help an office or organization by amplifying their reach on a topic.
- Have participants leave with an actionable item
  - Signing the pledge card
  - A flyer with positive group bonding suggestions
  - List of reporting methods on your campus & 24/7 hotline