

Hazing Prevention



THE
COLLEGE
OF THE
FLORIDA KEYS



Anti -Hazing Policy

The College of the Florida Keys has a zero - tolerance policy for hazing.

CFK is dedicated to fostering a safe and respectful campus environment for all students, faculty, and staff.



Please read the College's policy here:

<https://www.cfk.edu/forms/BR%207.240%20-%20Anti-Hazing.pdf>

SO, WHAT IS HAZING?

Definition of Hazing: "any activity expected of someone joining or participating in a group that humiliates, degrades, abuses, or endangers them regardless of a person's willingness to participate."^{2,4}

It includes three key components:

1. It occurs in a group context
2. Humiliating, degrading, or endangering behavior
3. It can happen regardless of an individual's willingness to participate; regardless of consent¹

55% of students experienced hazing
BUT ONLY 9%

identified they were hazed or considered themselves to have been when asked directly.



HAZING CAN TAKE MANY FORMS



WHERE CAN IT HAPPEN?

Hazing happens at colleges and universities AND middle and high schools. Some common places are:

- Varsity Athletic Team
- Social Fraternity or Sorority
- Club Sports
- Performing Arts Organization
- Academic Club
- Honor Society
- Service Fraternity or Sorority
- Intramural Team
- Recreation Club³



STATE LAWS & HAZING POLICY

Although **44 of the 50 states** have anti-hazing laws in place, the strength and breadth of the laws vary significantly. **Familiarize yourself with the law in your state and your campus policy.**



Scan here to see your state's laws



IS HAZING EFFECTIVE FOR GROUP BONDING?

NO!

- 82%** of students agreed that "Hazing is not an effective way to create bonding."¹
- 86%** of students agreed that "Hazing is not an effective way to initiate new members."¹
- 96.6%** of students agreed that "I do not need to be hazed to feel like I belong to a group."¹

WAYS TO BUILD HEALTHY GROUPS & TEAMS

- Participate in community service projects together
- Identify common times for new and returning members to hang out (e.g., group meals, studying, working out)
- Visit a challenge course led by professionals to work on communication and leadership skills
- Utilize campus resources to promote scholarship
- Strengthen problem solving skills through team building activities
- Work on personal development through activities like vision boards, goal setting, etc.⁵



WHERE TO FIND HAZING INFORMATION

Federal Legislation:

Policy is a core component of comprehensive violence prevention, hazing included. To read more about federal hazing legislation, go to: www.stophazing.org/policy

Research and Statistics

StopHazing is a research-based organization focused on promoting safe and inclusive school, campus, and organizational environments.

**WANT TO LEARN MORE?
GO TO STOPHAZING.ORG**

Your Campus/Institution:

Many campuses have anti-hazing policies written into their code of conduct. Reach out to your institution to find out what policies they have in place and how to report hazing.

INFORMATION SOURCES

1. Allan, E. J., Kerschner, D., & Payne, J. (2019). College student hazing experiences, attitudes, and perceptions: Implications for prevention. *Journal of Student Affairs Research and Practice*, 56(1), 32-48.
2. Allan, E. J., & Madden, M. (2008). *Hazing in view: College students at risk. Initial findings from the national study of student hazing*. <https://stophazing.org/research/national-hazing-study-hazing-in-view/>
3. Allan, E. J., & Kerschner, D. (2015). We Don't Haze: A Companion Prevention Brief For General Audiences. https://stophazing.org/wp-content/uploads/2020/12/We_Dont_Haze_Companion_Brief_General.pdf.
4. Hoover, M. (1999). National survey of sports teams: Initiation rites in athletics for NCAA sports teams. Retrieved February 9, 2006, from Alfred University Website: http://www.alfred.edu/sports_hazing/
5. StopHazing Research Lab. (2021). Building Healthy Groups and Teams: Group goals and activities to promote belonging, well-being, and inclusion. <https://stophazing.org/resources/healthy-groups>
6. StopHazing Research Lab. (2020, December). Hazing: The Issue. StopHazing Consulting. <https://www.stophazing.org/issue>
7. StopHazing. (n.d.). States with Anti-Hazing Laws. StopHazing Consulting. <https://stophazing.org/policy/state-laws>



Jurisdiction

- Hazing is not permitted on any College property or in connection with any College-sanctioned, sponsored, or affiliated activity or event, regardless of whether it occurs on or off campus or at any of the College's centers.
- The policy applies to
 - all students
 - student organizations
 - employees
 - volunteers
 - alumni
 - visitors
 - vendors
 - any affiliated individuals participating in or connected to College-sanctioned events or activities

Federal Definition

Federal definition : Hazing means any intentional, knowing, or reckless act committed by a person (whether individually or in concert with other persons) against another person or persons regardless of the willingness of such other person or persons to participate, that

- is committed in the course of an initiation into, an affiliation with, or the maintenance of membership in a student organization, (e.g., a club, student government, athletic team, fraternity, or sorority); and
- causes or creates a risk, above the reasonable risk encountered in the course of participation in the institution of higher education or the organization (such as the physical preparation necessary for participation in an athletic team), of physical or psychological injury including
 - whipping, beating, striking, electronic shocking, placing of a harmful substance on someone's body, or similar activity;
 - causing, coercing, or otherwise inducing sleep deprivation, exposure to the elements, confinement in a small space, extreme calisthenics, or other similar activity;
 - causing, coercing, or otherwise inducing another person to consume food, liquid, alcohol, drugs, or other substances;
 - causing, coercing, or otherwise inducing another person to perform sexual acts;
 - any activity that places another person in reasonable fear of bodily harm through the use of threatening words or conduct;
 - any activity against another person that includes a criminal violation of local, State, Tribal, or Federal law; and
 - any activity that induces, causes, or requires another person to perform a duty or task that involves a criminal violation of local, State, Tribal, or Federal law.

State Definition

State definition: Hazing means 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 into any organization operating under the sanction of a postsecondary institution.
- Admission into any organization operating under the sanction of a postsecondary institution;
- Affiliation with any organization operating under the sanction of a postsecondary institution; or
- The perpetuation or furtherance of a tradition or ritual of any organization operating under the sanction of a postsecondary institution.

You can learn more about Florida Statute 1006.63 here:

https://www.leg.state.fl.us/Statutes/index.cfm?App_mode=Display_Statute&URL=1000-1099/1006/Sections/1006.63.html



What is Hazing: Recognizing Hazing Flowchart

Start Here:
What is Hazing?

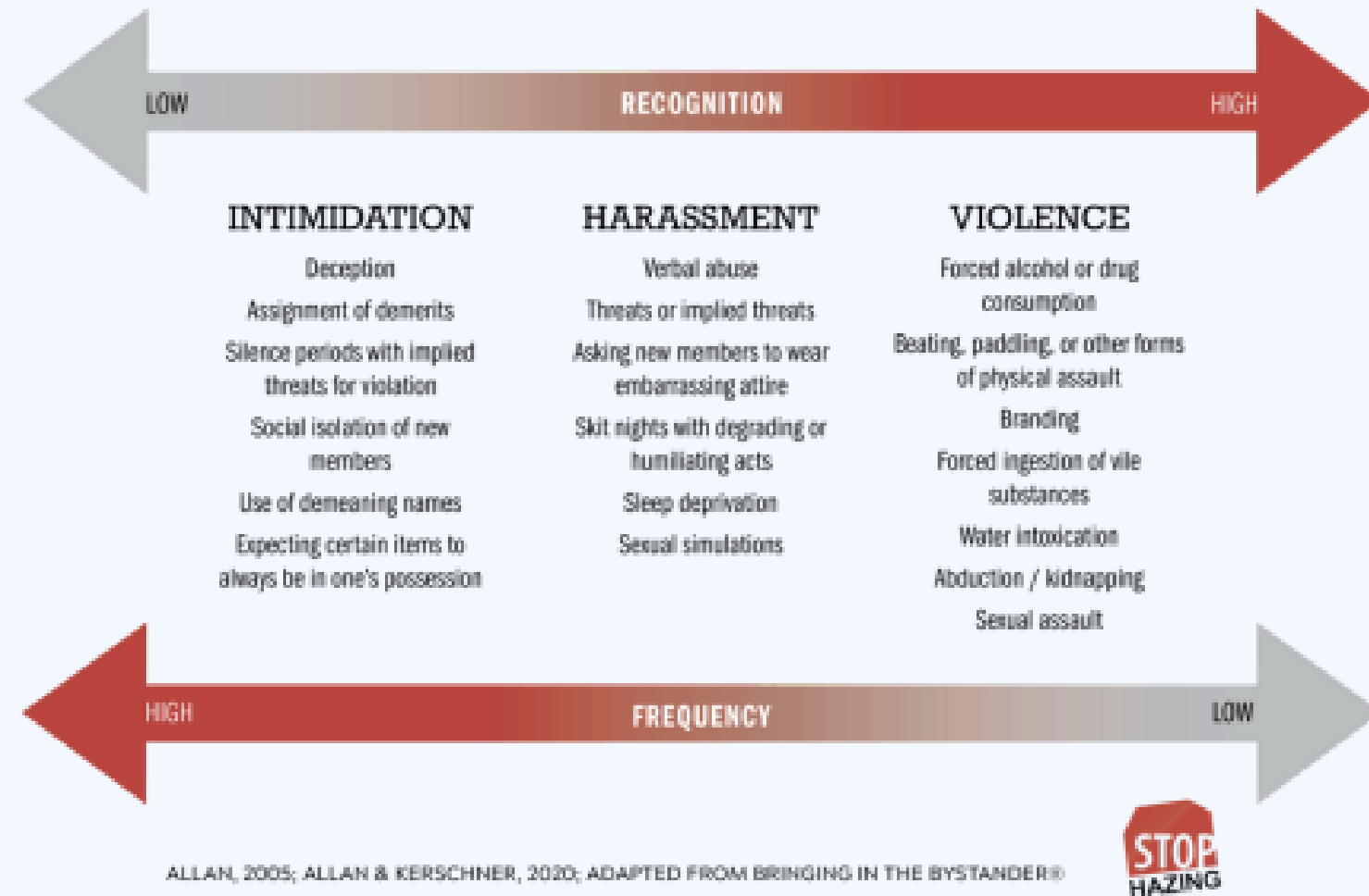
Hazing is any activity expected of someone joining or participating in a group that humiliates, degrades, abuses, or endangers them, regardless of a person's willingness to participate.

Citation: (Allan & Madden, 2008)

Three Components of Hazing



THE SPECTRUM OF HAZING™



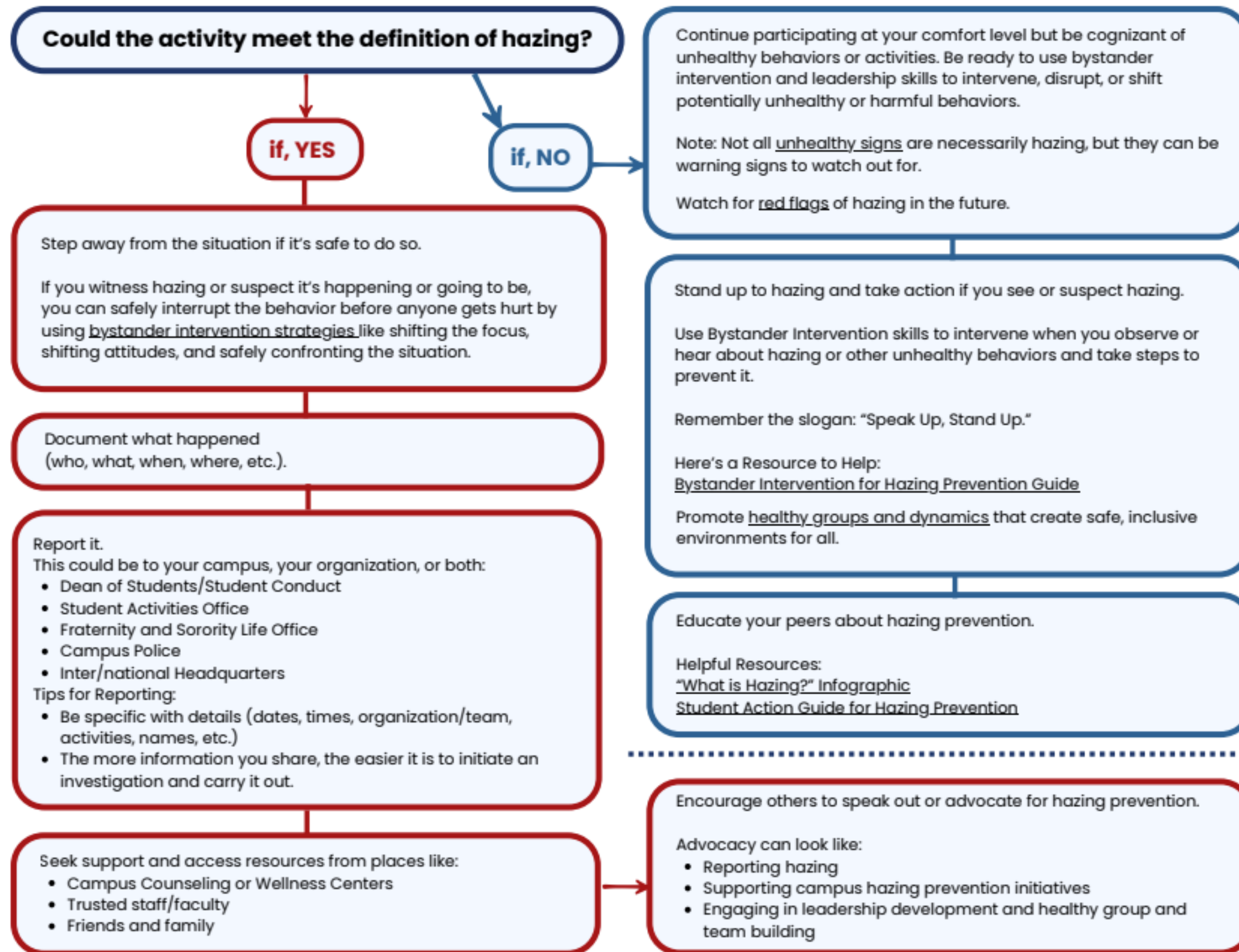
Hazing can take many different forms, spanning a wide range of behaviors that meet the definition of hazing. Because of this, it often goes unnoticed or unreported. The Spectrum of Hazing is a valuable tool to help individuals identify behaviors that may be humiliating, harassing, or violent.

StopHazing, 2025. *What is Hazing: Recognizing Hazing Flowchart.*

<https://www.cfk.edu/forms/What%20is%20Hazing%20-%20Recognizing%20Hazing%20Flowchart.pdf>



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How to Report Hazing

Any member of the College community with knowledge or suspicion of alleged hazing is expected to report the activity promptly via the College's online reporting form. The Incident Report link for CFK is <https://cm.maxient.com/reportingform.php?FloridaKeysCC>. You can also scan the QR code below or go to Student Resources and Click Incident Report Form.

A screenshot of the College of Florida Keys website. The page features a header with the college logo, navigation buttons for 'COME VISIT' and 'APPLY NOW', and a 'Menu' icon. Below the header, there is a section for 'MyCFK' with links to 'Student Self Service', 'Degree Works', and 'New Student Orientation'. To the right of these links are three green-bordered boxes: the first contains the email 'helpdesk@cfk.edu', the second contains 'New Idea?' and 'Contact the All College Council' with the email 'acc@cfk.edu', and the third is a large blue box with a white plus icon and the text 'Incident Report Form'. A large orange arrow points from the right side of the slide towards this blue box. At the bottom of the page, there is a section for 'Academic/Course Resources' with links to 'Course Schedules', 'College Catalog', 'Course Textbooks', 'Academic Calendar', 'Bookstore', 'Online Learning/Canvas', and 'Economic Security Report'.

Investigations

All reports of alleged hazing will be assessed, investigated, and action will be taken by the College, as appropriate.

- Allegations of student hazing by another student or by a student organization will be referred to the Student Conduct Officer for review according to the Student Code of Conduct.
- Based on the severity of circumstances, the matter may also be referred to law enforcement for further evaluation, which may result in criminal sanctions under applicable federal, state, and local laws.

- You can learn more about the College's procedure on Hazing Prevention and Reporting here:
<https://www.cfk.edu/forms/75.56.1%20-%20Hazing%20Prevention%20and%20Reporting.pdf>
- Please read the College's policy here to review violations:
<https://www.cfk.edu/forms/BR%207.240%20-%20Anti-Hazing.pdf>
- You can learn more about the College's Student Code of Conduct and sanctions here:
<https://www.cfk.edu/forms/75.56%20-%20Student%20Code%20of%20Conduct%20and%20Violations.pdf>



DON'T WAIT | ACT NOW



FIVE STEPS FOR SAFE AND EFFECTIVE BYSTANDER INTERVENTION

STEP 1

NOTICE
HAZING

STEP 2

RECOGNIZE
THE HARM

STEP 3

ACCEPT
RESPONSIBILITY

STEP 4

DEVELOP
SKILLS

STEP 5

TAKE
ACTION



Hazing can occur in a range of groups, clubs, or teams.

Many warning signs and instances of hazing are overlooked by those who have the potential to intervene and prevent harm.



Hazing causes death, physical injury, and emotional harm.

There are many impacts of hazing, some also leave long-term or hidden scars.



Everyone has a responsibility to prevent hazing.

You can and should take action to help keep your community safe.



Shifting the focus. Safely confronting. Shifting attitudes.

These are types of interventions that can prevent hazing, and promote safe and inclusive groups.



Take action! Don't wait until it's too late.

Intervene early on, directly or indirectly, to prevent hazing from happening and cultivate healthy group spaces.

Resources

Education is key to prevention. The following training resources are available to all students to understand, identify, and prevent hazing.

- Visit the College's Anti-Hazing page <https://www.cfk.edu/studentlife/campus-safety/anti-hazing/> to learn more about Hazing, Reporting, and Prevention, review the [Student Code of Conduct](#), [CFK Procedure](#), [Florida Statute 1006.63](#), and [CFK Board Rule](#).
- Review the Bystander Intervention Guide here: <https://www.cfk.edu/forms/Bystander%20Intervention%20Guide.pdf>
- Review the What is hazing flowchart here: <https://www.cfk.edu/forms/What%20is%20Hazing%20-%20Recognizing%20Hazing%20Flowchart.pdf>
- Review the So, what is hazing? Infographic here: <https://www.cfk.edu/forms/What%20is%20Hazing%20-%20Infographic.pdf>
- Review the Five Steps for Safe and Effective Bystander Intervention here: <https://stophazing.org/wp-content/uploads/2023/05/Hazing-Prevention-Bystander-Intervention-Poster-36-%C3%97-24-in-1024x683.png>