# Hazing

Any conduct through which a military member or members, or a Department of Defense civilian employee or employees, without a proper military or other governmental purpose but with a nexus to military service or Department of Defense civilian employment, physically or psychologically injure or create a risk of physical or psychological injury to one or more military members, Department of Defense civilians, or any other persons for the purpose of: initiation into, admission into, affiliation with, change in status or position within, or as a condition for continued membership in any military or Department of Defense civilian organization. Hazing can be conducted through the use of electronic devices or communications, and by other means, as well as in person (Deputy Secretary of Defense Memo December 23, 2015).

*Note: The following question is the actual DEOCS question.
1. Individuals in my workplace are pressured to engage in which of the following acts as part of an initiation or admission process (without a proper military or other governmental purpose).

   Select all that apply:
   a. Physically harmful acts
   b. Psychologically harmful acts
   c. Illegal or dangerous acts

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The following questions can assist in conducting focus groups and interviews.

- Describe any circumstances where you have observed or experienced hazing in your organization.
- What, if any, "traditional customs" are members subjected to in order to be recognized or accepted as members of the organization/team?
- What, if any, "traditional customs" accompany promotions in order for members to be recognized or accepted in their new position/group?
- How likely would your organization, or subgroups within your organization, be to engage in non-mission-relevant activities that are potentially hazardous or dangerous?
- How do you believe your senior leader would react if they were made aware of hazing incidents in the workplace?
- Explain measures you would recommend to ensure members of the organization are not subjected to hazing.

For more information on conducting Focus Groups or Interviews go to www.deomi.org and watch the "*How to conduct a Focus Group video*" or download the "*Focus Group Guide*" for detailed information.