



# HAZING



## WHAT Is Hazing?

“A form of harassment that involves conduct, without a proper governmental purpose but with a nexus to employment, intended to physically or psychologically injure or create a risk of physical or psychological injury to a person for the purpose of: initiation into, admission into, affiliation with, change in status or position within, or a condition for continued membership in any military or DoD organization.”<sup>1</sup>

## WHO Can Be Impacted by Hazing?



Individual  
Employees



Team



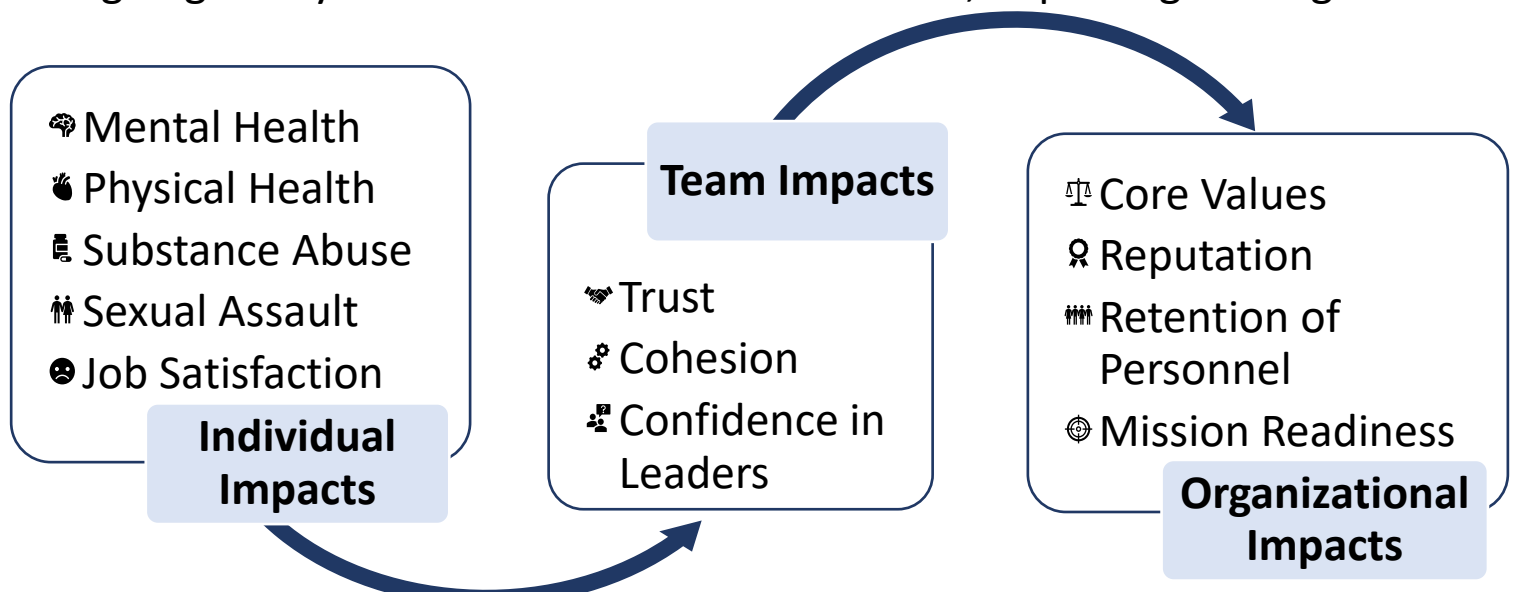
The  
Organization

### Policy

DoD Instruction  
1020.04:  
*Harassment  
Prevention and  
Response for DoD  
Civilian Employees*

## WHY Should I Care About Hazing?

Hazing negatively affects individuals and the team, impacting the organization.



## WHERE Does Hazing Occur?

Hazing can occur both in and out of the workplace. The climate and organization can be affected by several risk factors that make hazing more likely.



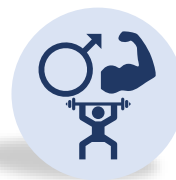
Strong hierarchical structure<sup>9,10</sup>



Strongly rooted traditions<sup>11</sup>



High-stress environment<sup>12</sup>



Traditionally masculine norms<sup>13,14</sup>



Large personnel population<sup>12</sup>

## WHEN is it Hazing?

### Behavior

- !! Berating or belittling
- !! Branding
- !! Shaving
- !! Forced consumption
- !! Abusive tricks
- !! Pinning
- !! Bondage
- !! Sleep deprivation

### Intention

Membership or belonging to the group

Singling out, exclusion, or to discriminate

### Outcome

Hazing

Bullying or other harassment

## HOW Can Hazing be Prevented?

### Primary Prevention

- Clear and comprehensive policy communication
- Train leaders and supervisors to recognize signs of hazing behaviors within the climate

### Secondary Prevention

- Ensure reporting systems are secure, accessible, and taken seriously
- Follow response protocol, including the provision of support services for targets

### Tertiary Prevention

- Encourage unit activities that promote healthy interaction with unified goals
- Regularly monitor climate patterns and reported data





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## References

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