



Hazing



WHAT Is Hazing?

"A form of harassment that includes conduct through which Service members or DoD employees, without proper military or other governmental purpose, but with a nexus to military service, physically or psychologically injure or create a risk of physical or psychological injury to Service members for the purpose of initiation into, admission into, affiliation with, change in status or position within, or continued membership in any military DoD civil organization."¹

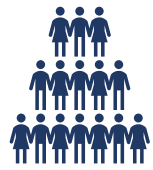
WHO Can Be Impacted by Hazing?



Individual Service
Members



Team or
Unit



The
Organization

WHY Should I Care About Hazing?

Hazing negatively affects individuals, the unit, and impacts the organization.

Individual Impacts



Mental Health²



Physical Health²



Substance Abuse²



Sexual Assault³



Job Satisfaction⁴

Team/Unit Impacts



Trust⁵



Unit Cohesion⁵



Faith in Leaders⁵

Organization Impacts



Core Values⁶



Reputation⁶



Loss of Personnel^{7,8}



Mission Readiness⁵

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^{9,10}



Strongly rooted traditions¹¹



High-stress environment¹²



Traditionally masculine norms^{13,14}

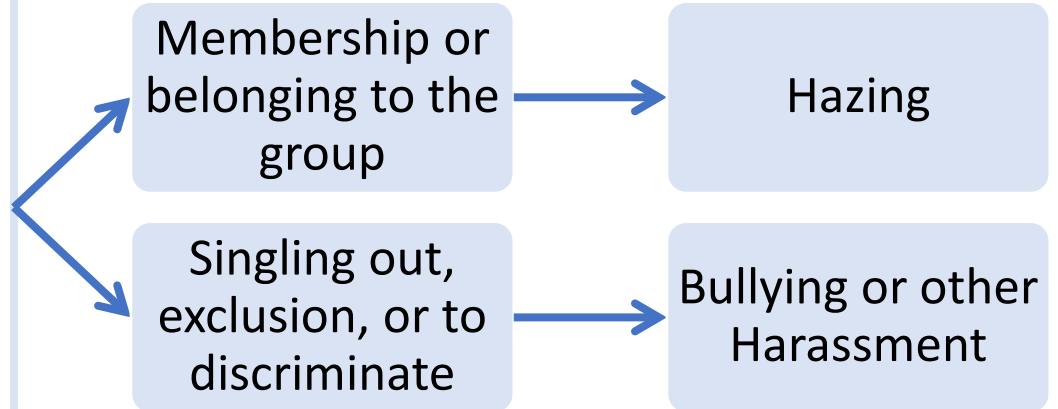


Large personnel population¹²

WHEN is it Hazing?

Without Proper Military Purpose:

- ! Berating or Belittling
- ! Branding
- ! Shaving
- ! Forced Consumption
- ! Abusive Tricks
- ! Pinning
- ! Bondage
- ! Sleep Deprivation



HOW Can Hazing be Prevented?

Primary Prevention

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

Secondary Prevention

- Ensure reporting systems are secure, accessible, and reports are taken seriously
- Follow response protocols, including support services to targets

Tertiary Prevention

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





Hazing References



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