

Hazing Fact Sheet

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 Health
- 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

If the above actions are a requirement for membership or belonging to the group, it can be hazing. If the above actions are done with intention to single out, exclude, or discriminate, it can be bullying or other harassment.

How Can Hazing be Prevented?

Primary Prevention

- Clear and comprehensive policy 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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