



Hazing Focus Group Questions

Note: The questions below have been developed to assist leaders in identifying and understanding the impacts of hazing within the organization. Select those that fit your situation and modify or add to them as desired.

Introduction Questions (Surveying for Knowledge about Hazing)

- What is your understanding of hazing?
- What is the definition of hazing in a military context?
- Are you aware of the official military policies regarding hazing?
 - If so, please describe what you know.
- Do you believe the military's definition of hazing is clear and comprehensive?
- Have you received any formal training or information sessions on hazing?
 - What did this training include?
- How do you differentiate between hazing and other forms of harassment?
- What is the difference between hazing and bullying?
- What are the consequences of hazing?
 - How does hazing affect individuals?
 - How does hazing affect the unit's culture?
- What resources are available to you if you want to learn more about hazing or report an incident?
- Have the policies on hazing changed during your time in the service?
 - If yes, how so?
 - How do you feel about these changes?
 - How do you feel these changes have affected you and your job as a Service member?
 - Do you feel like more changes need to be made? If so, in what way?

Individual Experience with Hazing and Climate-Related Concerns

- Have you ever witnessed or experienced hazing during your time in the military?
 - If yes, please describe the incident if you are comfortable doing so.
 - If yes, did you do anything as a bystander?
- How did you or others respond to the hazing incident when it occurred?
- In your opinion, how prevalent is hazing within your unit or organization?
 - What forms does it typically take?
 - Do you, or have you ever participated in a hazing act as a person doing the hazing?
- Can you share any observed impacts of hazing on individuals or the unit's cohesion and effectiveness?
- What do you think motivates individuals to engage in hazing?
- In your observation, how do new Service members typically react to hazing?



