



Hazing Prevention Strategies - EEO

Hazing prevention strategies should consider proactive measures to address concerns, reinforce positive behaviors, and attempt to reduce or prevent future occurrences.

Examples of Primary Prevention Strategies

Primary prevention strategies are proactive measures designed to prevent hazing incidents by educating and empowering individuals:

Comprehensive Training Programs:

- Conduct regular and mandatory training sessions for all military personnel. Training should:
 - Define hazing behaviors and how it is different from other forms of harassment
 - Provide realistic examples of hazing behaviors and consequences of hazing and interactive modules that help participants identify hazing behaviors
 - Emphasize understanding of impacts on individuals, unit cohesion, and the organization and mission

Bystander Intervention Training:

- Clearly outline specific bystander intervention methods for responding to hazing, including:
 - Direct intervention
 - Indirect intervention
 - Rights and protections when reporting as a bystander
- Include role-playing scenarios that prepare individuals to act decisively and effectively in preventing potential hazing incidents
- Reinforce the expectation that all personnel have a responsibility to maintain the integrity and safety of their unit

Visibility of Policies and Support Systems:

- Ensure that policies and reporting procedures are prominently displayed with the most up-to-date information for:
 - Anti-hazing policies and expectations for appropriate conduct
 - Clear reporting methods, including all means of reporting options
- Leverage multimedia campaigns using posters, videos, and digital messages that reinforce anti-hazing messages.

Examples of Secondary Prevention Strategies





Secondary prevention strategies focus on effectively responding to hazing incidents to mitigate harm and prevent future occurrences:

Protocols for Rapid Response:

- Establish a standardized response protocol that includes immediate actions to be taken once a hazing incident is reported, including:
 - The separation of the accused from potential victims
 - A preliminary investigation by trained professionals
 - A temporary measure to ensure the safety of all involved parties, targets, and perpetrators
- Ensure that all leaders respond to reports of hazing with appropriate empathy and without bias

Support and Recovery for Targets:

- Provide comprehensive support for targets, including referrals to resources for psychological counseling and medical treatment provided by military affiliations or community organizations
- Designate victim advocacy personnel who can offer continuous support through the recovery and legal processes, such as:
 - Personnel who are trained in areas of support for trauma and emotional support
 - Senior or peer Service members not affiliated with the hazing complaint who can provide support and mentorship
 - An open-door policy as a leader to respond with sincere empathy and support to individuals
- Ensure that victims are informed of their rights and protections as a reporter making a complaint or protected communication
- Provide reasonable and appropriate updates on the progress of complaint cases in a timely and sensitive manner

Accountability Measures:

- Implement strict accountability measures for perpetrators of hazing including:
 - Disciplinary actions aligned with the severity of the offense, which could range from formal reprimands to dismissal from service.
 - Publish outcomes of hazing cases, removing all identifiable information for all involved personnel, to reinforce the seriousness with which they are treated and deter future incidents
- Hold leaders accountable for responding appropriately to hazing complaints or being aware of hazing behavior, including appropriate consequences for inappropriate or inadequate responses

Examples of Tertiary Prevention Strategies





Tertiary prevention strategies involve long-term efforts to change the organizational culture to prevent hazing:

Organizational Climate Surveys:

- Conduct detailed and anonymous climate surveys regularly to assess the prevalence of hazing
- Gather feedback on the effectiveness of existing prevention strategies
- Review collective data regularly to identify high-risk areas or units and tailor prevention efforts accordingly
- Leverage collected data to identify, plan, and modify opportunities for improvement in all aspects of hazing prevention: training, reporting, response, and tracking

Cultural Reinforcement Programs:

- Develop and implement programs that reinforce a positive organizational culture to include:
 - Leadership development programs that emphasize ethical leadership and the importance of setting a positive example
 - Recognition efforts for units and individuals that demonstrate exceptional teamwork and hazing-free environments
 - Organization of unit activities that build group inclusion, cohesion, trust, and respect through participation in a unified goal or experience.

Continuous Policy Evaluation and Improvement:

- Develop and consistently reinforce strong Service Ethos and Values
- Conduct follow-up assessments (on formal and informal complaints) 45-60 days after complaint resolution to ensure the complaint is resolved and no further issues have arisen related to the incident (e.g., retaliation)
- Regularly review and revise hazing prevention policies and procedures to adapt to new challenges and feedback from military personnel by:
 - Engaging a task force that includes members from different ranks and backgrounds, including other leaders, to ensure that all perspectives are considered
 - Implementing changes based on empirical data and best practices to ensure policies remain effective and relevant
 - Assessing cultural aspects of hazing within the organization, such as certain traditions or rites of passage when specific events occur, or goals are met and:
 - Honestly evaluate the involved behaviors against military standards of conduct and behaviors involved
 - Encourage engaging alternatives or substitutes for those activities that do or have a high potential for violating anti-hazing and other harassment policies

Note: Create your own visual resources, tailored to your unit, or visual resources such as posters and fact sheets are provided on the DEOMI Toolkit at <https://www.deomi.mil/Center-of-Excellence-Portal/Harassment-Prevention-and-Response/#hazing>

