



Hazing Quiz - EEO

Part 1: True or False?

Decide if each of the statements below is true or false.

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| 1. Hazing can only occur through physical actions and does not include verbal or psychological abuse. | True | False |
| 2. Sexual violence is often a component of hazing rituals. | True | False |
| 3. Only subordinates, or those working under others' supervision, are at risk of being targets of hazing behaviors. | True | False |
| 4. Hazing is different than other forms of harassment and maltreatment, like bullying, because it makes targets feel excluded from the group | True | False |
| 5. Some acts of hazing are "okay" if they are grounded in longstanding traditions and are embraced by the culture of the organization | True | False |
| 6. It is only hazing when behaviors occur without the individual's prior consent. | True | False |

Part 2: Behavior Scenarios

For each of the scenarios below, decide if the event would be considered hazing or another form of harassment behavior.

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| 1. During a company retreat, a group of senior employees insists that all new hires compete in a series of physically exhausting activities late into the night, claiming it's a tradition for team bonding. The activities include tasks that some find humiliating. | Hazing | Other Harassment |
| 2. A manager forces a new female employee to organize and clean the office kitchen daily as part of "earning her place" among the team. She is the only female on the team and the task is not part of her job description. When she asked other employees how long they had to do kitchen duty, they all denied ever having to. | Hazing | Other Harassment |
| 3. At a new job orientation, all new employees are required to wear a special "newbie" hat for their first week at work. The hat is brightly colored and significantly different from normal attire, intended to make them easily identifiable to other staff. | Hazing | Other Harassment |
| 4. A team leader regularly requires team members to share embarrassing personal stories on topics of a sexual nature during meetings as a way to "build trust," prompting topics such as team members' "first time" or "times you got caught". Those who refuse or do not participate are often given the least desirable assignments. | Hazing | Other Harassment |





Answer Key

Answers to True or False

1. **False.** Hazing can also occur through psychological actions, such as demeaning language or efforts to separate the individual from the group in some way for a period of time.
2. **True.**
3. **False.** Hazing can occur at all employment levels, regardless of seniority, age, or any other hierarchy factor.
4. **False.** The distinguishing factor of hazing versus other forms of harassment is that hazing is intended to last for a specific period of time, and in the end, the individual is meant to feel belonging to the group.
5. **False.** Regardless of an organization's history or traditions, hazing can be harmful and should not be tolerated.
6. **False.** Even if the individual consents to participate, it is still considered hazing.

Answers to Scenarios

1. **Hazing.** This is hazing because it can be inferred that those who are willing to endure the embarrassment would be recognized as eligible to be part of the group.
2. **Other harassment.** This is other harassment because it was not done in an effort to include the new employee. Other group members did not have to participate when they were new. This is harassment based on gender as she is the only female employee.
3. **Hazing.** This is hazing because the activity occurs for a finite amount of time, and the participants are then considered part of the team.
4. **Other Harassment.** There are notes of hazing within this scenario, as it is possible that sharing the stories is a "buy-in" for trust within the group. However, this activity would be considered other harassment, specifically sexual harassment, because of the sexual nature of the expectations for information disclosure.

