



Saint Leo University Hazing Prevention Guide

Lions Prevention Program

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Understanding Hazing

What is Hazing?

Hazing is any intentional, knowing, or reckless act committed by a person (whether individually or in concert with other persons) against another person regardless of willingness to participate, that:

- Is committed during initiation, affiliation, or membership maintenance in a student organization
- Creates risk above reasonable participation risk of physical or psychological injury

Common Misconceptions

✗ "It's tradition" - Harmful traditions should be changed ✗ "They consented" - Consent doesn't make dangerous activities acceptable ✗ "It builds character" - Positive challenges build character, not degradation ✗ "Everyone does it" - Many organizations operate hazing-free ✗ "It's just fun" - If someone could be hurt, it's not fun



Understanding Hazing

Physical Hazing

- Beating, whipping, striking, or shocking
- Extreme exercise or calisthenics
- Sleep deprivation
- Exposure to harsh elements
- Confinement in small spaces
- Forced consumption of food, alcohol, or substances

Psychological Hazing

- Verbal abuse or humiliation
- Social isolation
- Threats or intimidation
- Degrading tasks or performances
- Sleep deprivation affecting mental state
- Creating fear through threatening conduct

Sexual Hazing

- Any forced sexual activity
- Sexual simulation or inappropriate touching
- Nudity requirements
- Sexual humiliation or degradation



Recognizing Warning Signs

Individual Warning Signs

- Physical: Unexplained injuries, exhaustion, weight loss
- Emotional: Withdrawal, anxiety, depression, mood changes
- Behavioral: Secrecy, reluctance to discuss activities, avoiding certain people
- Academic: Declining grades, missing classes, inability to concentrate

Organizational Warning Signs

- Secretive initiation processes
- "Hell week" or intense initiation periods
- Requirements to perform degrading tasks
- Alcohol-centered activities for new members
- Emphasis on hierarchy and submission
- Exclusion of new members from regular activities

Environmental Red Flags

- Activities held in isolated locations
- Late-night mandatory meetings
- Prohibition of outside contact during initiation
- Sworn secrecy about activities
- Different treatment of new versus established members



Bystander Intervention

The Five D's of Bystander Intervention

1. Direct Intervention

- Speak up immediately: "This needs to stop"
- Address the behavior directly but safely
- Remove the person from the situation
- Use when: You feel safe and confident

2. Distract

- Create a diversion to interrupt the situation
- Ask an unrelated question
- Cause a scene or distraction
- Use when: Direct intervention feels unsafe

3. Delegate

- Create a diversion to interrupt the situation
- Ask an unrelated question
- Cause a scene or distraction
- Use when: Direct intervention feels unsafe



Bystander Intervention

The Five D's of Bystander Intervention

4. Delay

- Check on the person afterward
- Offer support and resources
- Help them report if they choose
- Use when: Immediate intervention isn't possible

5. Document

- Take photos/video if safe to do so
- Write down what you witnessed
- Keep records of conversations
- Use when: Evidence is needed for reporting

Intervention Scripts

For Potential Perpetrators:

- "This doesn't seem like something [organization] would support"
- "Let's think of a better way to welcome new members"
- "This could get us all in serious trouble"



Bystander Intervention

For Potential Victims:

- “You don't have to do this”
- “This isn't normal or okay”
- “I can help you report this”

For Fellow Bystanders:

- “We need to do something about this”
- “This isn't right - let's get help”
- “Come with me to report this”



Legal Consequences

Federal Law: Stop Campus Hazing Act (2024)

- Requires reporting of hazing incidents under Clery Act
- Mandates transparency in hazing violations
- Establishes accountability for institutions

Florida State Law (§ 1006.63)

- Hazing is a criminal offense
- Penalties include fines and potential jail time
- Organizations can lose recognition
- Individual liability for participants

University Sanctions

- **Individual Students:** Warning, probation, suspension, expulsion
- **Organizations:** Loss of recognition, probation, permanent ban
- **Additional:** Leadership restrictions, conduct record notation



Reporting Procedures

When to Report

- Immediately: If someone is in danger
- As soon as possible: For any hazing incident
- Even if unsure: Better to report and be wrong than not report

How to Report

Emergency Situations

- Call 911: Life-threatening emergencies
- Campus Safety Emergency: 352-588-8333

Non-Emergency Reporting

- Student Affairs Office: 352-588-8992
- Campus Safety: 352-588-8432
- Title IX Coordinator: 352-588-8993
- Anonymous Tip Line: 352-588-7701
- Online Incident Report: [University Website]

Confidential Resources

- Counseling Services: 352-588-8199
- Campus Ministry: 352-588-8331



Reporting Procedures

What to Include in Reports

- Who: People involved (names if known)
- What: Description of what happened
- When: Date and time
- Where: Location of incident
- Evidence: Photos, videos, documents if available

Investigation Process

- Initial Response (24-48 hours): Safety assessment and documentation
- Investigation Phase (30 days): Interviews and evidence collection
- Resolution: Determination and sanctions if appropriate
- Appeal: Process available for all parties



Building Positive Culture

Core Values Integration

Every activity should reflect Saint Leo's core values:

- Excellence: Pursuing the highest standards
- Community: Fostering belonging and support
- Respect: Treating everyone with dignity
- Personal Development: Growing as individuals
- Responsible Stewardship: Taking care of our community
- Integrity: Acting ethically and honestly

Positive Leadership Principles

- Inclusive Leadership: Welcome all members equally
- Servant Leadership: Leaders serve their members
- Ethical Decision-Making: Always choose the right path
- Transparency: Open communication about activities
- Accountability: Take responsibility for actions

Creating Meaningful Traditions

- Service Projects: Build bonds through helping others
- Skill Development: Learn together and grow
- Celebration: Recognize achievements positively
- Mentorship: Pair new members with experienced ones
- Reflection: Regular discussion of values and goals



Resources and Support

Campus Resources

- Counseling and Psychological Services: 352-588-8199
- Campus Ministry: 352-588-8331
- Student Affairs: 352-588-8992
- Health Services: Medical support
- Academic Support: Tutoring and study assistance

National Resources

- StopHazing.org: Research and prevention resources
- HazingPrevention.org: Educational materials
- NASPA: Student affairs professional resources
- Clery Center: Campus safety and compliance



Emergency Contacts Quick Reference

Services	Contact	When to Use
911	Emergency	Life-threatening situations
Campus Safety Emergency	352-588-8333	Immediate campus safety concerns
Campus Safety Non-Emergency	352-588-8432	General safety reports
Student Affairs	352-588-8992	Policy violations, general support
Anonymous Tip Line	352-588-7701	Anonymous reporting
Counseling Services	352-588-8199	Mental health support

Remember

- You are not alone - Support is available
- Speaking up saves lives - Your voice matters
- No tradition is worth someone's safety - Change harmful practices
- Everyone deserves respect - Regardless of membership status
- When in doubt, report - Better safe than sorry

For questions about this guide or additional resources, contact the Division of Student Affairs at 352-588-8992 or student.affairs@saintleo.edu

