



UNIVERSITY OF CINCINNATI ATHLETICS HAZING POLICY

Objective

The Department of Athletics is a strong supporter of the University of Cincinnati and NCAA policy on hazing prevention. The purpose of this policy is to define the concepts associated with hazing, the critical steps in the prevention of a hazing environment and the roles of the caretakers for the student-athletes.

Definition of Hazing

Hazing generally means any act which endangers the mental or physical health or safety of a student, for the purpose of initiation, admission into, affiliation with, or as a condition of continued membership in a group or organization regardless of one's willingness to participate. This includes any act committed against someone joining or becoming a member or maintaining membership in any organization that is humiliating, intimidating, demeaning, or endangers the health and safety of the person.

Specifically under university policy, hazing shall be defined as participating in, allowing or coercing another, including the victim, to do any act that creates a substantial risk of causing mental or physical harm to any person. A forced or coerced activity shall also be considered hazing when the initiation or admission into or continued affiliation with a university organization is directly or indirectly conditional upon performing that activity. In no event shall the willingness of an individual to participate in such activity serve as a defense in cases of hazing.

Actions and activities which are explicitly prohibited include, but shall not be limited to, the following:

- (A) Any activity that creates a substantial risk of physical or mental harm to the individual;
- (B) Paddling, beating, or hitting individuals;
- (C) Wearing anything designed to be degrading or to cause discomfort;
- (D) Depriving individuals of the opportunity for obtaining a minimum of six hours of sleep per day;
- (E) Depriving individuals of proper and adequate means, or access to means, of maintaining body cleanliness;
- (F) Activities that interfere with an individual's academic efforts by causing exhaustion, or loss of reasonable study time;
- (G) Use of drugs;
- (H) Eating or drinking foreign or unusual substances, including alcohol or anything an individual chooses not to eat or drink;
- (I) Having any object or substance thrown at, poured on, attached to or otherwise applied to the bodies of individuals;

UNIVERSITY OF CINCINNATI SPORTS MEDICINE



- (J) Any activity or game that makes an individual the object of amusement, ridicule, or intimidation or which cause the individual to be degraded or humiliated;
- (K) Kidnapping, transporting and/or stranding anyone;
- (L) Interrogations or audible stress such as yelling or loud noises;
- (M) Activities which are illegal such as theft or public indecency; and
- (N) Activities which are contrary to the policies and rules of the university.

Role of the Athletic Department

The role of the Athletic Department shall be to:

- Engage in a comprehensive approach to preventing hazing by making sure the student-athletes have complete ownership in their efforts to prevent hazing and have participated fully in their education, implementation, and adjudication process;
- Ensure the sanctions are defined clearly when there is a documented case of hazing. The Athletics Department shall always include student-athletes when creating these sanctions, which shall then be communicated and distributed to every student-athlete;
- Create an effective department-wide procedure for reporting and investigating alleged hazing incidents, and providing documentation procedures for the adjudication process. The investigation should be conducted by a campus entity outside the athletics department, specifically under the supervision of Student Affairs; and
- Refer to the appropriate UC Policy(ies) when assuring that legal procedures in an alleged hazing incident are followed.

Role of the Coaches

The role of the Coaches shall be to:

- Continually address the issue of hazing annually and throughout the season, ensuring it is in writing in the team rules;
- Continually educate student-athletes that while they may believe there is a distinct difference between a person being “**forced or seriously pressured**” to participate and someone who volunteers, in actuality, there is no difference. **Passive participation** can make someone a contributor. It is important to note that **consent does not rule out hazing**;
- Explain to the student-athletes that hazing occurs when there is an expectation, whether implicit or explicit, that they must participate to be accepted into the group;
- Continue to reinforce that a player's work and dedication is what counts the most. Coaches must talk about demonstrating a positive attitude and having a strong work ethic, since they determine who plays and not their teammates; and
- Demonstrate a strong commitment to supporting leadership training for student-athletes and defining expectations for their role within the team.



REFERENCES

The University of Cincinnati Student Code of Conduct states:

Failure to comply with rule 3361:40-3-12 of the Administrative Code, or state law regarding hazing where hazing generally means any act which endangers the mental or physical health or safety of a student, for the purpose of initiation, admission into, affiliation with, or as a condition of continued membership in a group or organization.

University of Cincinnati Administrative Code (3361:40-03-12)

Consistent with this philosophy and sections 2307.44 and 2903.31 of the Ohio Revised Code, the following hazing policy shall be adopted by the university. This policy shall be complied with by all students, recognized student organizations, university advisors, and any other person or group where the activity involving hazing, whether on or off campus, may affect or interfere with the lawful function of the university.

- a. The laws of the state of Ohio concerning hazing shall be observed
- b. Hazing shall be defined as participating in or allowing any or coercing another, including the victim, to do any act that creates a substantial risk of causing mental or physical harm to any person. A forced or coerced activity shall also be considered hazing when the initiation or admission into, or continued affiliation with, a university organization is directly or indirectly conditional upon performing that activity. In no event shall the willingness of any individual to participate in such activity serve as a defense in cases of hazing.
- c. Actions and activities which are explicitly prohibited include, but shall not be limited to, the following:
 - i. Any activity that creates a substantial risk of physical or mental harm to the individual.
 - ii. Paddling, beating, or hitting individuals.
 - iii. Wearing anything designed to be degrading or to cause discomfort.
 - iv. Depriving individuals of the opportunity for obtaining a minimum of six hours of sleep per day, proper and adequate means, or access to means, of maintaining body cleanliness.
 - v. Activities that interfere with an individual's academic efforts by causing exhaustion, or loss of reasonable study time.
 - vi. Use of drugs.
 - vii. Eating or drinking foreign or unusual substances, including alcohol or anything an individual chooses not to eat or drink.
 - viii. Having any object or substance thrown at, poured on, attached to or otherwise applied to the bodies of individuals.
 - ix. Any activity or game that makes an individual the object of amusement, ridicule, or intimidation or which cause the individual to be degraded or humiliated.
 - x. Kidnapping, transporting and/or stranding anyone.

UNIVERSITY OF CINCINNATI SPORTS MEDICINE



- xi. Interrogations or audible stress such as yelling or loud noises.
- xii. Activities which are illegal such as theft or public indecency.
- xiii. Activities which are contrary to the policies and rules of the university.

Ohio Revised Code (2903.31 Hazing)

(A) As used in this section, "hazing" means doing any act or coercing another, including the victim, to do any act of initiation into any student or other organization that causes or creates a substantial risk of causing mental or physical harm to any person.

(B) (1) No person shall recklessly participate in the hazing of another. (2) No administrator, employee, or faculty member of any primary, secondary, or post-secondary school or of any other educational institution, public or private, shall recklessly permit the hazing of any person.

(C) Whoever violates this section is guilty of hazing, a misdemeanor of the fourth degree.



Student-Athlete Statement

By initialing the following, I hereby state that:

(initial) _____ I have read the hazing policy above and understand the policy and regulations of the University of Cincinnati and Department of Athletics pertaining to hazing.

(initial) _____ I agree and promise not to participate in any activity deemed to be hazing. I have read the above examples of hazing as described in the University of Cincinnati and Department of Athletics Anti-Hazing Policy.

(initial) _____ I understand that if I am in violation of this policy I will be subject to discipline that may include, but is not limited to, departmental or university probation, suspension from the team and/or the university and expulsion from the team and/or the University. In addition, I am aware that the team may be subject to group discipline that can include, but is not limited to, team probation, cancellation of individual contests and/or cancellation of the entire season.

I understand that I am required to know, understand and follow the rules, policies and procedures related to hazing at the University of Cincinnati. I am responsible for adhering to the complete University anti-hazing policy as outlined above.

Signature of Student-Athlete: _____

Date: _____

Printed Name: _____

Sport: _____

UNIVERSITY OF CINCINNATI SPORTS MEDICINE

P.O. Box 210021 Cincinnati, Ohio 45221-0021 • 513-556-4352 • GoBEARCATS.com

Updated: 8/4/16



Appendix

Best Practices for Hazing Prevention

Team Discussion Questions

1. What makes you feel accepted by your teammates and coach?
 - Is it playing time?
 - Is it being socially included at all times?
 - Is it interest in you as a person from upper-class teammates, aside from being an athlete?
 - Is it having your coaches give you the time of day?
 - Do you need to have your coaches and teammates talk to you off the field or the court?
 - Do you feel respect from the rest of the institution, or are you looked at as a non-contributing student?
2. Why is it that you chose **to participate** in athletics?
You chose to be involved with athletics to:
 - a. Challenge yourself physically and emotionally
 - b. Enjoy the excitement of competition
 - c. Develop friendships and the camaraderie of teammates
 - d. Set goals and work toward accomplishment
 - e. Enhance one's self-confidence and pride
 - f. Build on the value of community
 - g. Enjoy the experience and have fun

What you as student-athletes can do to prevent hazing among your teammates

Seek advice from your coaches, administrators, athletic trainers, professors, student affair officers, Life Skills personnel, or even your parents.

An Annual Timeline to Address the Issue of Hazing Prevention

1. **During the Recruiting Process**
 - Give the recruits and hosts the institution's and your team's policy that **defines hazing, consequences of participation**, ways to avoid participation, and methods of reporting incidents without fear of retribution.
2. **Before the Preseason and Throughout the Year**
 - Conduct a **leadership workshop** and have regular meetings with the team captains to give them **knowledge and skills** necessary for being effective team leaders.
 - Provide the student-athletes with information on hazing that they can use as a reference and reminder of what is appropriate behavior.
3. **At the First Team Meeting**
 - Discuss, develop, and distribute current anti-hazing policies of the team, institution, conference, and the NCAA.
 - Provide student-athletes with a written definition of what constitutes hazing.
 - Have each student-athlete sign a Code of Conduct form that includes hazing prevention.

UNIVERSITY OF CINCINNATI SPORTS MEDICINE

P.O. Box 210021 Cincinnati, Ohio 45221-0021 • 513-556-4352 • GoBEARCATS.com

Updated: 8/4/16



4. Early During First Week or Preseason

- **Conduct an educational program on hazing**, utilizing NCAA speakers, your own campus experts, national programs, and/or PowerPoint presentations.
- Provide an orientation seminar for first-year student-athletes on hazing, being sure to include written procedures for reporting potential hazing situations and incidents, and methods to be used in avoiding a hazing environment.

5. Periodically Throughout the Season

- Use constant reminders of the institution's view on anti-hazing through **posters, bookmarks, and handouts**, and the resultant consequences for participation in these types of activities.
- Provide anti-hazing **messages on team handouts**, itineraries, game plans, scouting reports, and other publications.

6. Before All Trips and Travel

- Before **spring trips and during semester breaks** when teams spend their time on campus, be sure to reiterate the policies on hazing.
- Remind all team members that hazing policies are in effect **everywhere, 24 hours, 7 days a week**.

7. Start of Second Semester

- At the first team meeting, reiterate your position on team rules and re-emphasize the anti-hazing message. Start with a recent press article from some other institution, which you can find under News at www.StopHazing.org.
- Be sure any **new student, transfer, or mid-year admitted students** are provided all written material on hazing and team rules, and that your position is heard very clearly.

8. End of the Year

- Conduct exit interviews with graduating and departing students for the purpose of hearing about team conduct and behaviors that are related to hazing. Ensure those you have interviewed that the information is for education endeavors and not punishment or discipline purposes.
- Use information from the interviews in your planning process for new programs and initiatives for the coming year.

Anti-Hazing Messages

These messages can appear on locker-room signs, scouting reports and any team handout, and become part of an athletics department handbook.

- Everyone deserves **total respect** at all times.
- Hazing **destroys**, it doesn't build.
- Hazing is **adult bullying**.
- Hazing **tears teams apart**. Fragmented teams don't win.
- Are your actions always **dignified**?
- Do you know your parents are **proud** of you? How about your teammates?
- **Friendships** from this team will last forever.

UNIVERSITY OF CINCINNATI SPORTS MEDICINE

P.O. Box 210021 Cincinnati, Ohio 45221-0021 • 513-556-4352 • GoBEARCATS.com

Updated: 8/4/16



- A hazing incident involving your team will be a total **embarrassment and a painful** experience.
- There is no traditional value in hazing. **None.**
- An initiation of value has a **meaningful significance to everyone.**
- It takes **courage** to walk away from hazing.
- Courage **comes from the heart** – follow yours.
- It takes **character** to believe in the inherent **dignity of all.**
- People with **character** have good **hearts**, and the **wisdom** to know right from wrong.
- It takes **discipline** to do the right thing, even when it is difficult.
- Deciding to be **honest and true to your values** should never be an issue for you.
- Don't act on **impulse**; question the moment and its purpose.
- **You** are the only one who can **control your attitude and actions.**
- **You** are **responsible for you own actions**, even when a part of a group.
- Being **loyal** to a group should never put a person in a position to be humiliated or endangered.
- **Trusting** each other is the **foundation** on which all good teams are built.
- All good **relationships** are built on trust. No one trust those who abuse him or her.
- The **benefits of resisting** hazing outweigh the risks to your team and your school if hazing occurs.
- You can **never lie** to yourself.

UNIVERSITY OF CINCINNATI SPORTS MEDICINE

P.O. Box 210021 Cincinnati, Ohio 45221-0021 • 513-556-4352 • GoBEARCATS.com

Updated: 8/4/16