

Holmes Murphy Fraternal Practice

Hazing Prevention Resource



FRATERNAL
SAFEGUARDING TODAY.
SECURING TOMORROW.

Why Speaking Up Matters

Hazing does not continue because people want harm, it continues because people stay silent. Research and experience both show that harmful traditions thrive in environments where no one clearly says, *"This isn't okay."* That is why leadership voice matters so much.

Leaders, both formal and informal, set the tone for what is acceptable in a group. When leaders speak up against hazing, they do more than state a rule; they establish a standard of care. They send a message that safety, dignity, and belonging matter more than pressure, secrecy, or tradition. Silence, even when unintentional, is often interpreted as approval. When leaders avoid the topic of hazing, members may assume harmful behaviors are tolerated, expected, or simply "part of the process." This can discourage individuals from asking questions, intervening, or seeking help when something feels wrong.

On the other hand, when leaders use their voice:

- Members feel safer raising concerns
- Bystanders are more likely to step in
- New members are less likely to feel trapped or alone
- Accountability becomes shared, not punitive

Preventing hazing is not about catching someone doing something wrong, it's about creating a culture where everyone feels responsible for one another's well-being.

The activities in this resource are designed to help leaders and members:

- Practice speaking up before harm occurs
- Build empathy and shared responsibility
- Reinforce that care—not coercion—is the foundation of brotherhood and sisterhood

These activities are simple by design. They are not meant to replace policy or enforcement, but to strengthen everyday conversations, expectations, and actions that keep people safe. Culture changes when people use their voice. Leadership starts there.



Hazing Resources

Free hazing-prevention resources provide research-informed toolkits, videos, discussions guides, and campaigns that help fraternal organizations start meaningful education and dialogue without financial barriers. These accessible resources support leaders in shifting campus culture toward prevention, accountability, and authentic belonging by equipping members to recognize harm, intervene early, and build safer traditions.

How to Report Hazing

- 1-888-NOT-HAZE (1-888-668-4293)
- [How to Report Hazing - Hazing Prevention Network](#)

Clery Center – Stop Campus Hazing Act

Under federal law:

- Colleges must publicly report hazing violations by student organizations
- Fraternal organizations are explicitly included
- Students have protected pathways to report without retaliation
- [Clery Center Hazing Education \[clerycenter.org\]](#)
- [Hazing Prevention & Education](#)

Holmes Murphy Fraternal Practice

Holmes Murphy Fraternal Practice is a specialized insurance and risk management team dedicated to serving fraternities, sororities, and fraternal organizations by helping them minimize risk while maximizing safe, positive member experiences.

- Website: <https://www.holmesmurphy.com/groups/fraternal/external-resources-for-fraternities-and-sororities/>

The Piazza Center

The Timothy J. Piazza Center for Fraternity and Sorority Research at Penn State is a research-driven center dedicated to preventing hazing and reducing harm by advancing data-informed strategies that promote safer, healthier, and more accountable fraternity, sorority, and student organization experiences.

- [Piazza Center Research](#)



Hazing Prevention Network

The Hazing Prevention Network is a nonprofit organization dedicated to empowering people to prevent hazing through education, advocacy, and community engagement, shifting the focus from punishment to prevention.

- [Home - Hazing Prevention Network](#)

StopHazing

StopHazing is the leading national authority on hazing research and prevention and offers free, student-friendly tools specifically applicable to fraternal organizations.

Resources include:

- [Resources | StopHazing | Hazing Prevention Resource](#)
- [States with Anti-Hazing Laws | StopHazing | Hazing Prevention Resource](#)

Student Action Guide for Hazing Prevention

Created by student leaders for students, this guide is ideal for:

- Chapter presidents, risk managers, and new-member educators
- IFC, Panhellenic, NPHC, and MGC councils
- Student-led accountability efforts
- [Student Action Guide \[stophazing.org\]](#)

The Gordie Center (University of Virginia)

The Gordie Center at the University of Virginia is a national leader in hazing and substance misuse prevention, dedicated to ending hazing- and alcohol-related harm through evidence-informed education, peer leadership, and bystander intervention.

- Free videos, social media campaigns, and discussion guides
- Resources that work well for chapter meetings and council programs
- [Learn | The Gordie Center](#)
- [Prevention Toolkit | The Gordie Center](#)

“The Lonely Dog” Short Film + Facilitation Guide

- 15-minute film inspired by a real fraternity hazing story
- Free to show on campuses with a discussion guide
- Excellent for new-member education and officer retreats
- [Short film – The Lonely Dog - Hazing Prevention Network](#)

Recorded Webinars

[Fraternal Webinar Series - Holmes Murphy](#) – Click on Hazing

[NHPW - Available webinars](#)

[Charge for Change | Piazza Center](#) – Click on Presentations

[Precision Hazing Prevention: Addressing the contributing factors specific to your institution | Videos & Movies on Vimeo](#)

TED Talks on Hazing

“The Dangers of Hazing and Bullying” – Kathleen Wiant (TEDxDayton)

- Length: ~13 minutes
- Why it is powerful: Personal story of a mother whose son died from fraternity hazing; explains how consent, shame, and silence sustain hazing cultures.
- Best for: New-member education, chapter meetings, Greek Councils
- [Watch on TED \[ted.com\]](#)

Discussion Questions

1. **Wiant talks about how “consent” is often used to justify hazing.**

Where do you see consent misunderstood or misused in fraternity/sorority culture, and why might people feel pressured to say “yes” even when something feels wrong?

2. **The talk emphasizes silence and shame as key reasons hazing continues.**

What are the real risks—social, emotional, or organizational—of speaking up within the fraternity/sorority community, and how can chapters reduce those risks for members?

3. **Wiant calls for courage from peers, not just leaders.**

What is one realistic moment where an active member (not an officer) could interrupt hazing behavior without escalating the situation?

“Hazing, Connection, and the Violence of Belonging” – Dr. Sheila Smith-McKoy (TEDxNCSU)

- Length: ~19 minutes
- Why it is powerful: Examines hazing in fraternities and sororities through the lens of belonging, power, and identity; connects personal experience with cultural analysis.



- Best for: Officer retreats, leadership development, NPHC/MGC contexts
- [Watch on YouTube \(TEDx\) \[youtube.com\]](#)

Discussion Questions

This talk frames hazing as a “violence of belonging.”

Why do you think people are willing to endure harm to belong, and how does that show up specifically during new-member periods?

1. **Smith-McKoy discusses power and hierarchy in Greek organizations.**
How does power show up in subtle (not obvious) ways during recruitment, pledging, or intake—and who benefits from that power?
2. **The speaker challenges the idea that suffering creates stronger bonds.**
What experiences in your chapter actually do build trust and loyalty—and how are those different from hazing behaviors?
3. **If hazing is rooted in unmet needs for connection, recognition, or loyalty,** what intentional practices can fraternities/sororities replace hazing with to foster authentic belonging without violence or harm?

“Disrupting the Cycle of Hazing” – Will Clarke (TEDxSMU)

- **Length:** ~4.5 minutes
- **Why it is powerful:** Short, accessible, and action-oriented; focuses on how hazing is perpetuated and how leaders can interrupt it.
- **Best for:** Quick chapter discussions, IFC/Panhellenic meetings
- [Watch on YouTube \(TEDx\) \[youtube.com\]](#)

Discussion Questions

1. **Clarke argues that hazing is often repeated simply because “that’s how it was done.”**
What traditions in Greek Life are most protected from questioning, and why is it so hard to challenge them?
2. **The talk focuses on cycles—being hazed, then hazing others.**
What pressures exist for members to “earn the right” to haze the next group, and how could chapters break that cycle without losing identity?
3. **Disruption requires individual choice.**
If one member decided to stop participating in hazing behaviors today, what support would they need from their chapter or council to be successful?

Optional Facilitation Tip

End any of these discussions with: **“What is one thing our chapter could stop, start, or change *this semester* to align our actions with our values?”**

Simple Ways to Use Your Voice

Below are practical ways to speak out against hazing and start meaningful conversations within your organization/community.

“If This Were My Brother or Sister” Scenario Discussions

Small-group discussions using real-life situations, such as:

- Sleep deprivation
- Forced secrecy
- Alcohol pressure

Ask the group:

“If this were my biological brother or sister, would this be okay?”

Letters to Future Brothers and Sisters

Current members write a short letter to future new members promising:

- Safety
- Respect
- Support

Seal the letters and keep them. Read them aloud at the start of each new member process.

Annual Accountability Check-In

Choose one day each year when the chapter:

- Reviews the new member program
- Removes any practices that feel coercive or unclear
- Reaffirms how members can report concerns

Document any changes and share them with alumni/ae advisors.

“Look Out for One Another” Pledge

Have members sign or verbally affirm a simple pledge:

“I will speak up, step in, and take care of my people.”

No paperwork required—just shared commitment.

Check-In Circle

At a meeting, go around the room and have each person answer:

"One way I can better look out for others this semester is ____."

Keep it short and honest.

Kindness Notes

Have members write one short anonymous note to someone in the chapter thanking them for being supportive, welcoming, or trustworthy.

Phone-Free Meal

Host a simple meal where phones stay off the table to emphasize presence, connection, and conversation.

Leadership Commitment

Chapter leaders briefly say:

"If you ever feel unsafe, pressured, or unsure, come to us. We will listen."

Visibility and consistency matter.

Brotherhood and Sisterhood Mean Care

Ask every member to say one sentence (or write it down):

"Brotherhood/sisterhood looks like ____ when someone is struggling."

No discussion, just listening.

"Look Out for My Brothers and Sisters" Circle

Go around once and complete the sentence:

"One way I can better look out for my brothers and sisters this term is ____."

Keep responses brief and sincere.

Values Through Action

Ask the group:

"What's one thing we will never do because we care about our brothers and sisters?"

Document the response and revisit it later in the semester.

End With Action

Close the conversation by naming **one concrete thing** the chapter will do differently this semester to better protect and support its members.