



## **Hazing Policy and FAQs**

Rev. 5-15-2018

### **Hazing: What is it?**

Hazing is a fundamental violation of human dignity. It is defined in the Texas Education Code. Hazing is a broad term encompassing any action or activity which does not contribute to the positive development of a person; which inflicts or intends to cause physical or mental harm or anxieties or sleep deprivation; which may demean, degrade, or disgrace any person, regardless of location, intent or consent of participants. Hazing can also be defined as any action or situation, which intentionally or unintentionally endangers a student seeking admission into or affiliation with an organization.

### **Why Do You Want to Avoid Hazing?**

#### **It is against state law.**

Hazing and the failure to report hazing by an individual are misdemeanors in the state of Texas, and violators can be prosecuted to the full extent of the law, which may include fines, imprisonment, and community service.

#### **It is against Crossmen policy.**

If the Crossmen administration discovers that an incident of hazing has occurred, disciplinary action is taken up to and including possible dismissal from the corps.

#### **It is inconsistent with our Unity spirit.**

Since hazing involves harm to another person, it is inconsistent with the true meaning of brotherhood and sisterhood. Our traditions demand that we respect others, and hazing is a form of disrespect.

### **Who Hazes and Why?**

Individuals who haze are insecure young men and women who think they can gain respect from other individuals by threatening, beating, taunting, mocking, humiliating, or torturing new members of the group.

### **Do I Have the Power to Stop Hazing?**

Becoming more aware of what constitutes hazing and informing others of the risks and dangers of hazing are steps that will help eradicate it. All members of the Crossmen share the responsibility to challenge and make known to the Crossmen Administration acts of apparent hazing. Apathy in the presence of hazing or agreeing to being hazed, are not neutral acts. Individuals who participate in acts of hazing as perpetrators or victims are personally accountable under this policy. If you are a new member or a veteran, simply refuse to participate in hazing activities.

## **Are You Still Sure It's Hazing?**

Some activities are easily categorized as hazing. Others may not be so easily classified. If you are not sure about whether an activity may be hazing, ask yourself the following questions:

- Does this activity add to the worth and growth of the individual?
- Would you be willing to invite your caption head or a Crossmen administrator to this activity?
- Would you be willing to invite your parents, or the parents of the new member involved to the activity?
- Would you be prepared to go to court to defend the merit of this activity?
- Is this an activity in which new members and initiated members can participate equally?

If you answer "no" to any of these questions, the activity could be considered hazing, and you should reconsider.

A hazing incident may be reported by anyone: a person whom the activity directly or indirectly affects, a person who assisted in the implementation of the activity, Crossmen personnel who witnessed the activity, or community members who witnessed the activity. Therefore, members, administrators, staff, and community members can report any activity that an individual may construe as hazing.

## **Crossmen Actions**

When any member is alleged to have participated in hazing activities, the report should be directed to the Executive Director, or the Director of Operations in their absence.

Any member found in violation of this policy is subject to disciplinary action including, but not limited to suspension and/or dismissal from the corps. No refund for tuition is given to members in violation of this policy and is expected to be financially and logistically responsible for their transportation away from the corps.

Hazing has no place in the drum corps experience. It is a dangerous form of intimidation that makes a mockery of the whole purpose of the drum corps experience. It does not strengthen the bonds of friendship. It does not demonstrate leadership. It does not prove an individual's superior qualification in any way. Hazers break the basic rights to human dignity that new members should not forfeit by joining the Crossmen.

## **Who is Responsible for Reporting and Preventing Hazing?**

You are! If you witness a hazing incident or if you are hazed, you are responsible for making sure you report the incident to the following authorities – Crossmen Administration; Emergency 911. It is your responsibility to report and prevent hazing. If you observe hazing and stand by silently, your silence condones these illegal activities and makes you just as liable as the hazers themselves.