Cornell University recognizes hazing as a serious public health issue that affects every member of our community. Hazing encompasses a range of practices that pose risks to the physical safety and psychological well-being of individuals joining or continuing membership in various clubs, organizations, teams, and other groups. The impact of hazing on individuals can be severe, long-lasting, and even fatal.

- Cornell uses a comprehensive, public health approach that addresses individuals, groups, the institutional level, the local community, national organizations and the broader society.
- This document provides details of our public health approach to hazing / this document provides details of the Hazing Framework that supports our campus efforts, along with key examples of our strategies including programs, policies, services and other initiatives designed to prevent, educate, and respond to the problem.
- Cornell has implemented several key strategies including engaging key stakeholders, educational efforts that promote bystander intervention, transparency, consistent enforcement, various communication strategies including visible leadership statements and the first known hazing prevention social norms campaign.

Leadership initiatives & culture change strategies

- Visible leadership statements: Clear leadership messages from senior university officials (including former President David Skorton) and student leaders provide a philosophical foundation for Cornell’s comprehensive approach to hazing prevention.
- National Hazing Prevention Collaborative: Cornell University participated in the National Collaborative for Hazing Prevention and Research from 2013 – 2016 led by Dr. Elizabeth Allan at the University of Maine.
- Campus Health Executive Committee: Senior administration provides oversight of health policy and strategies, including hazing-related initiatives.
- Strategic Plan: The Cornell Strategic Plan includes the following goal in service of educational excellence: “Promote the health and well-being of students (undergraduate, graduate, and professional) as a foundation for academic and life success.”
- Greek Culture Change Coalition (GC3): this collaboration between the Skorton Center for Health Initiatives and Greek student leaders work to foster healthy chapter environments by identifying, developing and implementing environmental interventions within their communities to foster positive social interactions, healthy group bonding and support the physical and mental health of their chapter members.

Educational initiatives

- Skorton Center for Health Initiatives: Provides leadership related to bystander intervention, data collection, and social norms outreach strategies.
- Media communication: advertisements, posters, fact sheets, web pages promote healthy group bonding, positive social norms, confidential reporting options for hazing along with educating the community about hazing and the availability of campus resources to address hazing concerns. Cornell University implemented the first known hazing prevention social norms campaign.
- Intervene – A 20 minute video and corresponding interactive workshop teach students how to apply a key set of bystander...
intervention skills to real-life situations. A series of brief scenarios show
college student bystanders actively intervening to reduce the risk of
problems, including sexual assault, harassment, intimate partner violence,
hazing, bias, emotional distress, and alcohol emergencies. A hazing scenario
shows a roommate recognizing signs of hazing, talking with his roommate
about it and making a confidential report to the University. [See health.
cornell.edu/intervene.]

- **Education and training:** Staff members from the Skorton Center for
  Health Initiatives routinely provide training for key campus stakeholders
  including residential student staff, student athletes, students in the
  Greek community, health center staff, athletic coaches, etc.

- **Cornell’s Good Samaritan Protocol:** encourages students to call for help
  in alcohol or other drug emergencies. When students call for help on campus
  neither they nor the person in need of medical attention will get in trouble
  for underage drinking, drug possession or other disorderly conduct. [See
goodsam.cornell.edu]

**Healthy group-building activities**
- Skorton Center staff provide educational trainings for student
  leaders involved in welcoming new members into their organizations.
  Trainings have been provided for new member educators of Greek chapters,
  leaders of professional fraternities, varsity athletes, etc.
- Ideas for healthy recruitment and group-building activities are described
  on the hazing.cornell.edu website including community service and
  philanthropy activities, service learning trips, mentoring opportunities,
  outdoor challenges, athletic competitions, history and values
  exercises, etc.
- Cornell Outdoor Education (COE) – Cornell University staff are trained to
  lead students through exercises at the University’s state-of-the-art challenge
course or indoor climbing wall. COE also provides athletic equipment
rentals to students.

**Clear reporting options**
- **Hazing at Cornell website:** Cornell University created the first ever
  website dedicated to hazing, which provides a vehicle for education,
  submitting reports of hazing and public display of violations.
  [See hazing.cornell.edu].
- **Reporting Options:** Anyone (students, staff, faculty, alumni, parents,
  community members, etc.) can make an online report of hazing or make a
  telephone report to a university staff member.

**Consistent enforcement & firm consequences**
- The Office of the Judicial Administrator, the Cornell University Police
  Department, the Office of Sorority and Fraternity Life, Athletics and
  Physical Education and the Campus Activities Office strive for clear and
  consistent enforcement of campus policies and state and federal laws.
  These departments collaborate when appropriate when investigating
  hazing reports and adjudicating sanctions. Consistent enforcement
  and firm consequences are important components in preventing future
  hazing incidents.

**Support for victims**
- **Victim Advocacy Program:** Advocates provide client centered services to
  students after an incident through support, connection to resources,
  information, academic considerations and provision of reporting options.
- **Hazing at Cornell:** This comprehensive website provides information about
  helping a friend, the availability of medical and counseling services, as
  well as other support and reporting options.
- **Cornell Health:** Staff members provide a collaborative approach to
  health care. Medical and counseling professionals work together to
  provide care for students who have experienced hazing.

**Public reporting of violations and sanctions**
Public disclosure of violations and corresponding sanctions are transparently
displayed on Cornell’s hazing website. This allows anyone the ability to research the
history of a group, team or organization to help make an informed decision about
whether or not to join. This also helps organizations engage in a cost-benefit
analysis because they are able to see the consequences that have been levied to
groups in the past for engaging in hazing behaviors, and if groups perceive that the
likelihood of detection and the severity of the consequences outweigh the perceived
benefits of engaging in hazing activities, they may be dissuaded from engaging in
those hazing behaviors.

**Learn more**

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