

NORFOLK STATE UNIVERSITY

HAZING PREVENTION RESOURCE GUIDE



A PLEDGE *For*
LIFE™



BUILDING A CULTURE OF RESPECT.
PROTECTING THE SPARTAN FAMILY.

INSIDE THIS GUIDE

AGENDA

A roadmap for our time together.
Explore. Reflect. Act.

01



WELCOME, ICE BREAKER,
INTRODUCTION

02



HAZING, PLEDGING, AND INTAKE
UNDERSTANDING MEMBERSHIP CULTURE

03



WHAT IS HAZING? TYPES AND
HIDDEN HARMS OF HAZING

04



IMPACTS OF HAZING
INDIVIDUAL AND ORGANIZATIONAL

05



HAZING LAWS

06



INDIVIDUAL ACTION STEPS

07



INTERGENERATIONAL
COMMUNICATION

08



CONNECTING WITH
CAMPUS ALLIES



Use this guide to build understanding,
spark conversation, and
create change.



NSU

NORFOLK STATE UNIVERSITY

HAZING PREVENTION RESOURCES

Scan the QR codes below to access valuable resources, programs, and conversations focused on ending hazing and building safer, stronger communities.



**NATIONAL HAZING
PREVENTION WEEK TOWNHALL:
LET'S TALK ABOUT HAZING**



**FIRST THINGS FIRST:
HAZING PREVENTION
RESOURCES**



LEARN • LEAD • SERVE

WE ARE SPARTANS.



REIMAGINING WHAT *Tradition* MEANS



*Not everything passed down
is worth carrying forward.*

At Norfolk State University, tradition should strengthen community, dignity, and belonging. When a practice causes harm, fear, or humiliation, it is time to rethink it. True campus pride means protecting the Spartan family while building new traditions rooted in respect, accountability, and care.



THE REALITY CHECK



HOW IT FEELS TO US

- It builds unity
- It proves commitment
- It is what we have always done
- It prepares people
- Everyone before us went through it



HOW IT CAN HURT US

- Creates fear, not belonging
- Puts people at risk
- Damages mental and physical well-being
- Breaks trust
- Hurts campus culture and community



WHAT TRUE LEADERS DO

- Lead with empathy and accountability
- Choose courage over ego
- Ask hard questions
- Protect people, not harmful practices
- Build traditions rooted in respect

*“ Leadership is not about repeating what was done.
It is about choosing what should be done next. ”*



BE THE LEADER IN THE ROOM



Speak up
Your voice can open the door for change.



Ask why
If a tradition causes harm, question it.



Listen deeply
Understand the impact, not just the intent.



Lead change
Start with small steps that shift culture.



Build legacy
Keep what builds pride and leave behind what causes harm.



REFLECT + COMMIT



What is one tradition or practice our campus community should reconsider and why?



How will you help create a safer, more respectful NSU experience?



INDIVIDUAL ACTION STEPS



1. CHALLENGE THE NARRATIVE

"If a tradition causes harm, silence does not make it stronger. It makes change harder."



2. HOW DO I RESPOND?

Express curiosity: "Can you help me understand why this is necessary?"



3. OFFER AN ALTERNATIVE PERSPECTIVE

Suggest ways to build pride, trust, and connection through support, service, accountability, and shared purpose.



4. SHARE YOUR DISAGREEMENT

Say: "I do not think belonging should require pressure, humiliation, or harm. We can build community in better ways."



REFLECT + RESPOND

What is one way you can challenge harmful traditions in your campus community, student organization, team, or friend group?





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BEHOLD... THE GREEN AND GOLD!

HAZING PREVENTION FRAMEWORK

A comprehensive approach to building a culture of respect, accountability, belonging, and student safety across the Norfolk State University community.



REFLECT + RESPOND

What does a culture of respect and accountability look like in your campus community, student organization, team, or residence hall?



NSU

• RESPECT. • ACCOUNTABILITY. • BELONGING. • SPARTAN PRIDE. •

**BEHOLD...
THE GREEN AND GOLD!**



TYPES OF HAZING



1. *Subtle*



2. *Financial*



3. *Physical*



4. *Psychological*



5. *Servitude*



6. *Bullying*



7. *Alcohol-related*

THE IMPACTS OF HAZING (INDIVIDUALLY)



Physical



Mental & Emotional



Academic / Social



HIDDEN HARMS OF HAZING

Hazing can affect mental health, erode trust, diminish a sense of belonging, and impact overall student well-being. These harms can result from even a single traumatic or degrading experience. At Norfolk State University, we are committed to building a campus culture rooted in respect, dignity, and Spartan Pride.

FACTORS THAT CAN CONTRIBUTE TO POOR MENTAL HEALTH INCLUDE:



Acts of servitude or financial pressure



Hazardous conditions or treatment



Exposure to extreme weather or unsafe environments



Toxic relationships, intimidation, or sleep deprivation



Forced food or substance consumption



High anxiety situations that can trigger anxiety disorders



Pressure around body image or appearance



Sensory deprivation or humiliation



REFLECT + RESPOND

What is one way students, organizations, teams, or campus leaders can prevent hazing and promote belonging at Norfolk State University?



TOGETHER. RESPECT. SPARTANS.



Hazing has no place at Norfolk State. Report. Speak Up. Get Help.



Learn more and find resources: nsu.edu/student-affairs



Need help or want to report? Contact OIE at (757) 823-8393



Hazing can push someone past their breaking point, regardless of whether they have a known mental health concern. You may not know someone's history, and one harmful moment can have lasting consequences.

THE IMPACTS OF HAZING (ORGANIZATIONALLY)

The persistent nature of hazing in campus organizations and student groups can lead to serious harm, public scrutiny, loss of trust, and long-term consequences for the people involved. When harmful traditions are tolerated, the effects can reach far beyond a single incident and can damage the culture, stability, and reputation of the entire NSU community.



Impacts organization recognition and standing



Increases risk, liability, and oversight



Damages trust within the campus community



Hurts recruitment, retention, and member experience



Weakens team or group culture and morale



Damages the reputation of the organization and university



SOURCES:

- StopHazing
- The Gordie Center



IDENTITY + EXPRESSIONS

Belonging. Respect. Community.



Identity is more than what others immediately notice. Visible and unseen experiences shape how we think, communicate, connect, and belong within the Norfolk State University community.



Race



Ethnicity



National origin



Nationality



Sexual orientation



Gender identity



Socioeconomic background



Disability



Education



Life experiences



Religion / Faith



And more

VISIBLE

What others may notice first.

- Race
- Age
- Appearance
- Language
- Accent
- And more

UNSEEN

What shapes our experiences, perspective, and sense of belonging.

- Values
- Beliefs
- Culture
- Family dynamics
- Life experiences
- Trauma
- Education
- Socioeconomic background
- Faith / Spirituality
- Abilities
- And more



Our identities are complex and layered.

Understanding this helps us lead with empathy, awareness, and respect.



REFLECT + RESPOND

How can a better understanding of visible and unseen identities help create a more respectful and inclusive NSU experience?





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BEHOLD THE GREEN & GOLD



YOUR EXPERIENCE. YOUR PERSPECTIVE.



Every experience shapes how we see belonging, leadership, and community.
Take time to reflect on your own.



How have your personal experiences with belonging, pressure, or group expectations shaped your perspective on hazing or harmful traditions?



Reflect on your own experiences and how they have shaped your voice, values, boundaries, and connection within our community.



REFLECT + RESPOND

What is one way your perspective can help create a safer, more respectful NSU experience?



EVERY VOICE MATTERS. EVERY STUDENT BELONGS. | SPARTAN TOGETHER.

NSU



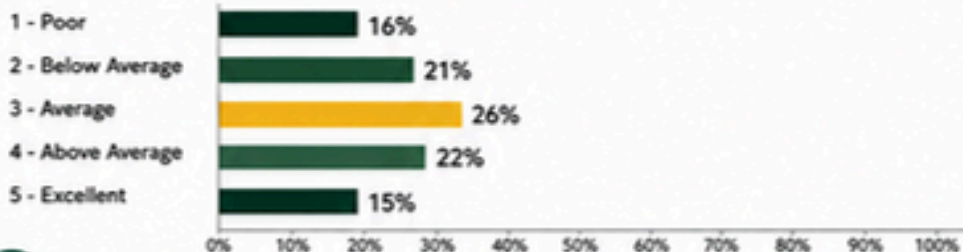
..... COMMON EXCUSES OR RATIONALIZATIONS FOR HAZING



What phrases have you heard people use to justify or normalize hazing?



When students and campus leaders are asked:
On a scale of 1–5, how would you rate your knowledge of hazing?
The results were:



Source: Anti-hazing education survey, adapted for campus discussion.



AVERAGE:
31%



ABOVE AVERAGE:
37%



EXCELLENT:
31%



REFLECT + RESPOND

Which of these excuses is most common in campus culture, and how can students challenge it with courage and respect?





HAZING LAWS



Currently, **44 states** and the **District of Columbia** have anti-hazing laws.

These laws vary in strength and scope, but all send a clear message:
hazing is unacceptable.

In many states, hazing offenses are classified as misdemeanors or felonies, reflecting the serious harm hazing can cause.

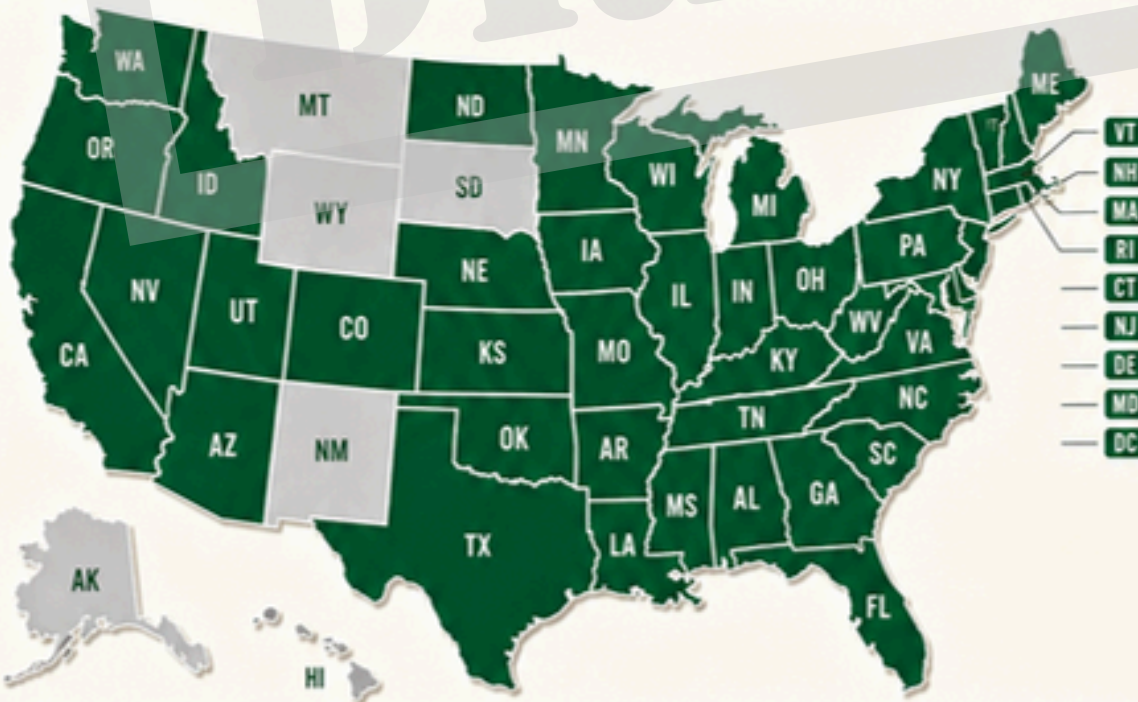
These laws support safer campuses by promoting accountability, transparency in investigations, and education that helps build respectful and inclusive community environments.

44
STATES

+ D.C.

HAVE
ANTI-HAZING
LAWS

ANTI-HAZING LAWS BY STATE



WHY IT MATTERS

Anti-hazing laws help protect individuals, promote accountability, and support a culture of respect and safety across campus communities.





NORFOLK STATE
UNIVERSITY
1935

THE **STOP CAMPUS HAZING ACT (SCHA)**



The Stop Campus Hazing Act strengthens transparency, reporting, and education related to hazing on college campuses and helps institutions build safer, more respectful communities.



ADDITIONAL RESOURCES AND REPORTING MECHANISMS



**Report concerns to Student Affairs
or the Office of Student Conduct**

We're here to listen, respond, and support you.



**Connect with Campus Police
or call 911 in an emergency**

Your safety is our top priority.



**External hazing reporting information:
1-888-NOT-HAZE (1-888-668-4293)**

Use this national resource for additional support.



**Learn more through campus hazing prevention
resources and student support services**

Visit nsu.edu/student-affairs for resources and next steps.



COMMUNICATION ACROSS GENERATIONS



SILENT GENERATION

Born: 1928–1945
This Year: **79–98** years old



BABY BOOMERS

Born: 1946–1964
This Year: **61–79** years old



GENERATION X

Born: 1965–1980
This Year: **45–60** years old



MILLENNIALS

Born: 1981–1996
This Year: **29–44** years old



GENERATION Z

Born: 1997–2012
This Year: **13–28** years old

➡➡ Up Next: **GENERATION ALPHA**



COMMUNICATION METHODS



Many students watch online videos to learn, stay informed, and get inspired.



Students use social media and digital platforms to research, stay connected, and engage with campus and community.



Students still value in-person conversations for important topics, mentorship, feedback, and building real relationships.



GENERATION Z REFLECTION

How can campus leaders communicate effectively with Generation Z students while building respect, belonging, and accountability?



CONNECTING WITH CAMPUS ALLIES

Building Support. Promoting Accountability. Strengthening Community.

01

HONOR THE PAST, CHOOSE BETTER

Respect those who came before you while recognizing that tradition should never require harm.

02

BUILD RELATIONSHIPS WITH CAMPUS ALLIES

Connect with advisors, faculty, staff, student leaders, and prevention partners who support safe, respectful communities.

03

IDENTIFY INFLUENCERS AND DECISION MAKERS

Learn who helps shape culture across student organizations, teams, residence life, and campus programs.

04

LEARN THROUGH CAMPUS EVENTS AND CONVERSATIONS

Engage in workshops, leadership programs, alumni conversations, and prevention-focused events that build awareness and belonging.

05

STAY CONNECTED AND SHOW UP

Attend programs, keep relationships strong, and demonstrate your commitment to a safer Spartan community.



INDIVIDUAL ACTION STEPS

Take action. Lead by example. Build a safer Spartan community.

01



Know campus hazing policies, state laws, and reporting expectations so you can recognize concerns and respond early.

CHECK
HERE

☐

02



Work with student leaders, advisors, campus staff, and prevention partners to strengthen awareness, accountability, and support.

CHECK
HERE

☐

03



Create a prevention plan that includes education, communication, reporting options, and consistent follow through.

CHECK
HERE

☐

04



Share ownership across your organization, team, or campus group so everyone has a role in building a respectful and safe community.

CHECK
HERE

☐

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NORFOLK, VIRGINIA

RESPECT. ACCOUNTABILITY. COMMUNITY. SPARTAN PRIDE.





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The Harbor Institute is proud to support **Norfolk State University.**



The Harbor Institute is an educational consulting firm based in Washington, D.C. that creates engaging educational experiences for college students, student leaders, advisors, faculty, staff, and campus communities. Our work focuses on hazing prevention, leadership development, belonging, and building safer, more inclusive campus cultures where all students can thrive.



BRING HARBOR TO CAMPUS

If your department, student organization, team, or campus office is interested in a workshop, training, or educational experience, please connect with Harbor to learn more.



FOR MORE INFORMATION

For questions about campus educational experiences and hazing prevention resources, connect with Harbor Institute directly.



OUR WEBSITE



STAY CONNECTED



202-599-2155



info@theharborinstitute.com



theharborinstitute.com/contact

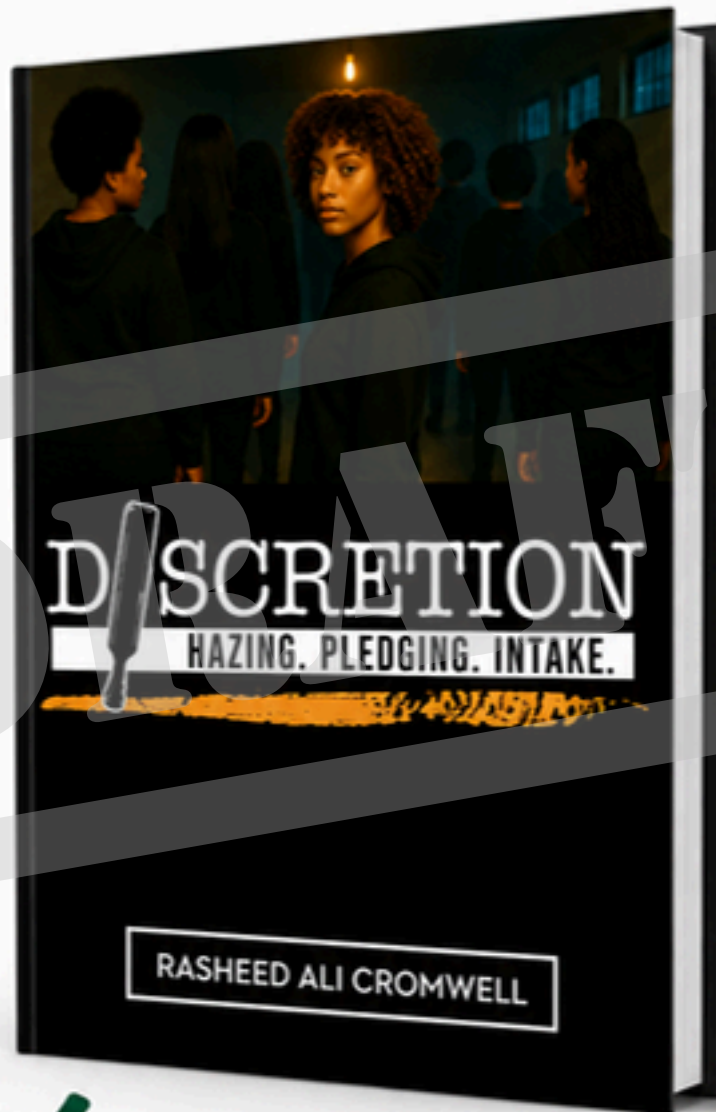
ONE COMMUNITY. | ONE STANDARD. | SPARTAN PRIDE.





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