



Northeast Wisconsin Technical College **CAMPUS HAZING PREVENTION**

Introduction

Everyone at NWTC deserves to feel safe and supported. If you've experienced or witnessed hazing, you're not alone—we're here to help. Hazing violates NWTC policy and the law, and every report is taken seriously. Together, we can build a safer, more respectful campus for all.

[View NWTC's Stop Campus Hazing Act Policy](#)



Definition of Hazing

Hazing is any activity expected of someone seeking or maintaining membership in a group that humiliates, degrades, abuses, or endangers them regardless of a person's willingness to participate. (Allan & Madden, 2008; Hoover, 1999)

Three Components of Hazing:

Group Context

Humiliating, degrading, abusive, or endangering behavior

Regardless of an individual's willingness to participate

2 IN 5 STUDENTS

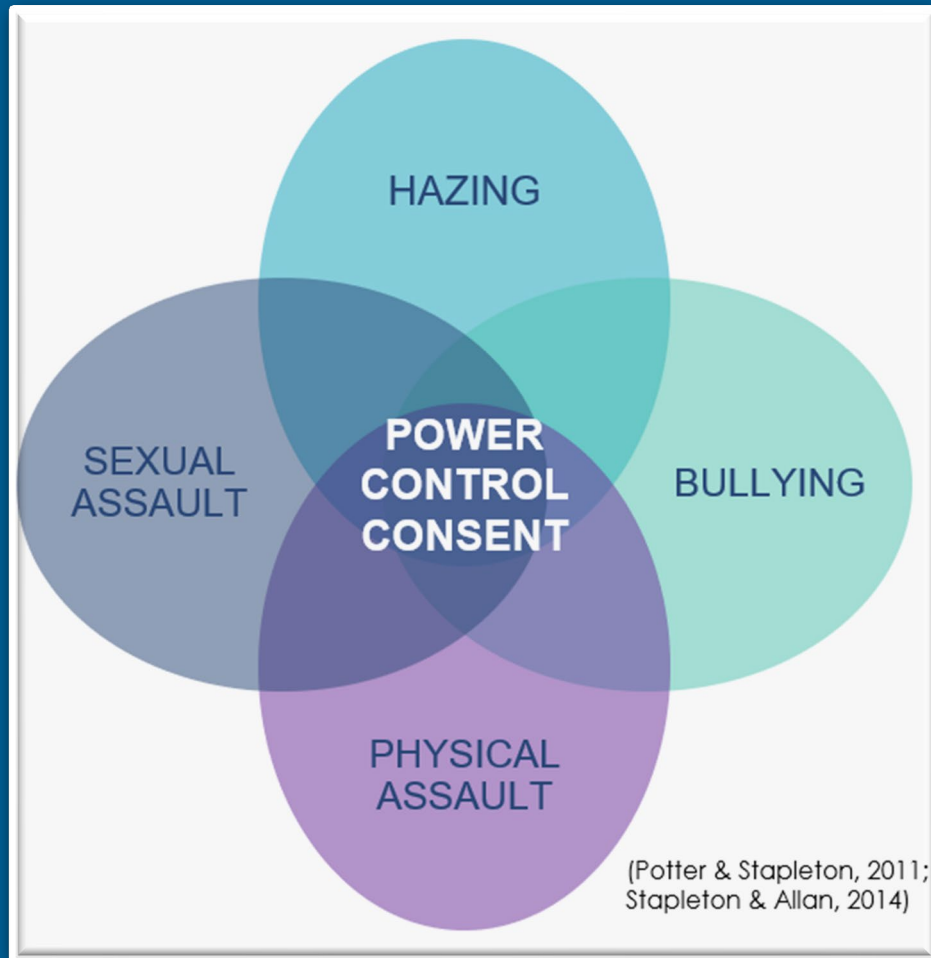
**HAVE EXPERIENCED HAZING
PRIOR TO COMING TO COLLEGE.**

(ALLAN & MADDEN, 2008)

LEARN MORE AT [STOPHAZING.ORG](https://stophazing.org)



Hazing: Where Systems Collide



Power, control, and consent are common dynamics shared between these intersecting behaviors.

Hazing also overlaps with other high-risk concerns like the misuse of alcohol and other substances.

Researchers are also exploring how hazing intersects with systems of oppression, student mental health and well-being, and student leadership.

For more information on these intersections see:
[Intersections of Hazing](#) on the [StopHazing.org](#) website.

The Spectrum of Hazing

Hazing occurs more frequently than it is recognized.

News coverage and the public often recognize violent acts as hazing, but hazing is more than just violence - and occurs more often than you may think.



Why is this Important to NWTTC?

**Every year, someone loses
their life to hazing.***

We must raise awareness and
recognize our role in preventing it.



Recognize.



Report.



Prevent.

Learn more at [StopHazing.org](https://stophazing.org)

*Based on reported hazing deaths in U.S. and North American schools since 1948,
compiled by Hank Nuwer.



Hazing often impacts more than the group or individual involved.

In higher education, hazing is at odds with educational goals as it can harm students and contribute to abusive campus climates, negative publicity, and student attrition.

All these factors affect the larger campus community, not only the individuals and groups directly involved in hazing behavior.

How Common is Hazing?

Hundreds of NWTC students participate in student clubs. College-wide, more than 30 student organizations are active and recognized by the Student Involvement Office.

Note - you can find more statistics and details about the research process by reviewing the report, Hazing in View, available here: <https://stophazing.org/research/national-hazing-study-hazing-in-view/>.



Recognizing Warning Signs

Red Flags Include:

Secrecy about group activities or risky behaviors

Pressure to participate in uncomfortable or risky behaviors

New members treated differently (isolated and/or demeaned)

Physical or emotional exhaustion among peers



[iStock by Getty Images](#)

Reporting Hazing at NWTC

To Report Hazing:

Submit an NWTC Incident Report.

Call NWTC Campus Security at 920-498-5699
or the NWTC CARE & Conduct Case Manager
at 920-498-6390.

Or report in-person to any NWTC Employee.

All NWTC employees are considered Campus Security Authorities (CSA) for the purposes of compliance with federal law, meaning all employees MUST report crimes witnessed or reported to them that occurred on NWTC owned or controlled property.

NWTC Incident Reports will be reviewed by the CARE and Conduct Case Manager and/or the Manager of Safety and Security.

After review, next steps will be determined and appropriate NWTC teams or staff members will be contacted to find a resolution, if necessary.



Photo Credit: Joe Timmerman / Wisconsin Watch

Bystander Intervention

Your Roles in a Safer Campus:

Assess - Is the situation risky? Can you act safely?

Act - Speak up, distract, or get help.

Support - Check in with the targeted individual.



Alternatives to Hazing



Ways to Build Positive Group Culture:

Set clear expectations and goals.

Foster open communication and respect.

Encourage camaraderie.

Seek shared ownership and accountability.

Leverage campus resources.



THANK YOU

Additional Resources:

[NWTC Stop Campus Hazing](#)
[StopHazing](#)

[NWTC Incident Report](#)
[NWTC Student Clubs](#)

[NWTC Mental Health Counseling](#)

Please contact [Joe Richter](#), Manager of Student Involvement, with any questions relating to the material within this presentation or with suggestions pertaining to anti-hazing programming at NWTC.