



University of Alberta Students' Union

POLICY COMMITTEE

Monday, November 28, 2016

9:00AM

SUB 6-06

AGENDA (PC 2016-06)

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| 2016-06/1 | <u>INTRODUCTION</u> |
| 2016-06/1a | Call to Order |
| 2016-06/1b | Approval of Agenda |
| 2016-06/1c | Approval of Minutes |
| 2016-06/1d | Chair's Business |
| 2016-06/2 | <u>QUESTION PERIOD/ DISCUSSION</u> |
| 2016-06/2a | Committee Attendance |
| 2016-06/2b | MNIF Policy Renewal |
| 2016-06/3 | <u>COMMITTEE BUSINESS</u> |
| 2016-06/3a | MONDA MOVES to approve the first principles of the Hazing Policy.
Please see PC 16-06.01 |
| 2016-06/4 | <u>INFORMATION ITEMS</u> |
| 2016-06/5 | <u>ADJOURNMENT</u> |
| 2016-06/5a | Next Meeting: TBD |

Draft First Principles

1. Hazing is any unsafe, humiliating, or embarrassing activity that is explicitly or implicitly required for inclusion in any type of group or organization. Hazing may also include the creation of an environment where behaviors that violate the inherent dignity of an individual are encouraged or acceptable. Hazing activities may include but are not limited to:
 - a. Activities that endanger the physical health, mental health, or personal safety of an individual;
 - b. Activities that are embarrassing, ridiculing, demeaning, humiliating, or emotionally harmful;
 - c. Sexual violence, including but not limited to simulated or performed sexual acts and sexual harassment;
 - d. Encouraging or requiring the mass consumption of alcohol or other substances;
 - e. Activities that violate federal, provincial, or municipal law, or University regulations;
2. Hazing impacts University of Alberta students, and has been documented throughout institutional history.
3. It is not possible for an individual to consent to participate in hazing activities.
4. Individuals which have been victims of hazing often do not know they have been hazed.
5. Hazing causes harm whether or not an individual has agreed to participate in the activities.
6. Victims of hazing can experience adverse effects, including mental, psychological, and emotional harm, physical injury, and death.
7. Perpetrators of hazing may be active or passive participants in the hazing act. Both forms of participation contribute to the harms caused.
8. Hazing can occur in any group or organization of students.
9. Nationally, some groups of students report higher incidences of hazing, including first year students, residences, athletic teams, and fraternities and sororities.
10. Hazing is frequently misrepresented as tradition or community-building initiation activities.
11. Research indicates student leaders and University staff are often aware of hazing activities but do not act to prevent it because they believe it is not harmful.
12. Hazing does not build community or strengthen student groups.
13. Hazing creates a hostile environment where students may feel unsafe and not included in the community.

Works Cited

Alfred Univ., NY. "Initiation Rites And Athletics: A National Survey Of NCAA Sports Teams. Final Report." (1999): ERIC. Web. 13 Nov. 2016.

Nicoletti, John, Christopher M Bollinger, and Sally Spencer-Thomas. Violence Goes to College: the Authoritative Guide to Prevention and Intervention. 2nd ed. Springfield: Charles C Thomas Publisher, LTD, 2009.

Nuwer, Hank. The Hazing Reader. Bloomington: Indiana University Press, 2004.

Dolby, Nadine. "Research in Youth Culture and Policy: Current Conditions and Future Directions." Social Work and Society: The International Online-Only Journal, vol. 6, no. 2, 2008, www.socwork.net/sws/article/view/60/362. Accessed 20 May 2009.

[Collection of other Canadian institutional hazing definitions](#)