



### Hazing Policy (DRAFT)...

Swim Alberta seeks to promote a safe environment where swimmers, coaches and volunteers may participate in activities and programs of the member clubs or the association without compromising their health, safety or welfare. It is, therefore, Swim Alberta's policy that hazing is prohibited. The impact of hazing activities can result in irrevocable harm to its victims, their families and the swimming community.

Prevention of hazing is the responsibility of every member of the swimming community. Each club, as well as each individual, must accept the personal obligation to uphold the basic community values of being just, civil and respectful of the rights of others. "Hazing" refers to any activity expected of someone joining a group (or to maintain full status in a group) that humiliates, degrades or risks emotional and/or physical harm, regardless of the person's willingness to participate. Hazing is a complex social problem that is shaped by power dynamics operating in a group and/or organization and within a particular cultural context. (© StopHazing.org 1998-2005.)

Swim Alberta's Harassment Officer will coordinate an investigation into a complaint in accordance with the Swim Alberta Harassment Policy & Procedures guide. The Swim Alberta Harassment Policy & Procedures shall govern all proceedings involving such a complaint. Sanctions, if appropriate, will be imposed in accordance with the decision of the panel and the guidelines of the Swim Alberta Harassment Policy & Procedures. Swim Alberta will report to law enforcement any complaint of hazing involving criminal conduct that creates a substantial risk to the health or safety of any person in the swimming community. Such reporting shall include, but not be limited to, criminal homicide, sex offences, robbery, aggravated assault, burglary, motor vehicle theft, arson, liquor law violations, drug law violations, and illegal weapons possession.

#### Examples of Hazing

The following are some examples of hazing divided into three categories: subtle, harassment, and violent. It is impossible to list all possible hazing behaviours because many are context-specific. While this is not an all-inclusive list, it provides some common examples of hazing traditions.

##### A. Subtle Hazing:

Behaviours that emphasize a power imbalance between new members/rookies and other members of the group or team. Termed "subtle hazing" because these types of hazing are often taken-for-granted or accepted as "harmless" or meaningless. Subtle hazing typically involves activities or attitudes that breach reasonable standards of mutual respect and place new members/rookies on the receiving end of ridicule, embarrassment, and/or humiliation tactics. New members/rookies often feel the need to endure subtle hazing to feel like part of the group or team. (Some types of subtle hazing may also be considered harassment hazing).

##### Some Examples:

- Deception
- Assigning demerits
- Silence periods with implied threats for violation
- Deprivation of privileges granted to other members
- Requiring new members/rookies to perform duties not assigned to other members
- Socially isolating new members/rookies
- Line-ups and Drills/Tests on meaningless information
- Name calling
- Requiring new members/rookies to refer to other members with titles (e.g. "Mr.," "Miss") while they are identified with demeaning terms
- Expecting certain items to always be in one's possession

B. Harassment Hazing: Behaviours that cause emotional anguish or physical discomfort in order to feel like part of the group. Harassment hazing confuses, frustrates, and causes undue stress for new members/rookies. (Some types of harassment hazing can also be considered violent hazing).

Some Examples:

- Verbal abuse
- Threats or implied threats
- Asking new members to wear embarrassing or humiliating attire
- Stunt or skit nights with degrading, crude, or humiliating acts
- Expecting new members/rookies to perform personal service to other members such as carrying books, errands, cooking, cleaning etc
- Sleep deprivation
- Sexual simulations
- Expecting new members/rookies to be deprived of maintaining a normal schedule of bodily cleanliness.
- Be expected to harass others

C. Violent Hazing: Behaviours that have the potential to cause physical and/or emotional, or psychological harm.

Some Examples:

- Forced or coerced alcohol or other drug consumption
- Beating, paddling, or other forms of assault
- Branding
- Forced or coerced ingestion of vile substances or concoctions
- Burning
- Water intoxication
- Expecting abuse or mistreatment of animals
- Public nudity
- Expecting illegal activity
- Bondage
- Abductions/kidnaps
- Exposure to cold weather or extreme heat without appropriate protection

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#### Web Resources

[www.stophazing.org](http://www.stophazing.org)

<http://www.units.muohio.edu/psybersite/groups/hazing.shtml>

<http://kidshealth.org/parent/emotions/behavior/hazing.html>

<http://www.insidehazing.com/>

#### Text Resources

Making the Team - Inside the World of Sport Initiations and Hazing, 2004, Edited by: Jay Johnson, Margery Holman, ISBN: 1-55130-247-0, Canadian Scholar's Press, Inc.

The Hazing Reader: Examining Rites Gone Wrong in Fraternities, Professional & Amateur Athletics, High Schools and the Military, 2003, Edited by Hank Nuwer, ISBN: 0253216540, Indiana University Press.