

Hazing Prevention & Education

Resource for Faculty & Staff



Caring for students means caring about the environments where they learn, lead, and belong. Hazing is not always obvious—and it can happen in many spaces across campus. Faculty and staff play a critical role in early awareness, support, and prevention. [UCF-3.005](#): Hazing Prohibition, Prevention, and Reporting, the University of Central Florida's comprehensive hazing policy went into effect in September 2025.



Important to know:

- Consent **does not** make hazing acceptable
- Hazing can be physical, emotional, psychological, sexual, or substance-related
- Hazing can involve students, alumni, advisors, or others, not just current members

Hazing Knows No Boundaries. . .

Hazing can occur in many settings, including:

- Academic or departmental groups
- Athletics and club sports
- Fraternities and sororities
- Honor societies
- Performing arts groups
- Other registered student organizations

Hazing is often hidden behind
**tradition, expectation, or “just how
things have always been done.”**

Signs You Might Notice First

Academic & Engagement Indicators

- Sudden drop in grades or academic motivation
- Missed classes, meetings, or coaching appointments
- Difficulty concentrating or completing assignments
- Requests for flexibility paired with secrecy about group involvement

Behavioral & Physical Indicators

- Exhaustion or signs of sleep deprivation (e.g., dark circles)
- Unexplained injuries, headaches, or physical complaints
- Increased stress, anxiety, or fearfulness
- Smell of alcohol or substances without explanation

Emotional & Social Indicators

- Mood changes, irritability, or withdrawal
- Low self-esteem or minimizing discomfort
- Reluctance to talk about group activities
- Avoidance of certain people or places

These moments are opportunities to check in!

What to Do & How to Help. . .

If You Notice Something, Say Something. Your response can make a difference.

- **Check in** with curiosity and care
- **Listen** without judgment
- **Document concerns** when appropriate
- **Seek guidance** or share concerns through appropriate channels

Early awareness and supportive action can help prevent harm.

Conversation Starters: Checking in with Care

A caring conversation can be a powerful first step toward ensuring a student's safety and connecting them with support.

For One-on-One Student Check-Ins

- *"I wanted to check in because I've noticed you seem more stressed or tired than usual. How are things going?"*
- *"I've seen a few changes in how you've been showing up lately. Is there anything you'd like to talk through?"*
- *"Sometimes students involved in groups or organizations feel pressure that's hard to discuss. How are you feeling about your commitments right now?"*
- *"You don't have to share details, but I want you to know support is available if something doesn't feel right."*

For Academic or Engagement Concerns

- *"I've noticed some shifts in your attendance/engagement, and I wanted to check in from a place of support."*
- *"Are there outside commitments making it harder to keep up right now?"*
- *"What's been taking up most of your time or energy lately?"*

For Conversations with Student Leaders or Groups

- *"How are new members being supported as they transition into your organization?"*
- *"What does belonging look like in your group right now?"*
- *"What steps are you taking to make sure expectations don't cross into pressure or harm?"*
- *"If someone in your group was uncomfortable, how would they know where to go for help?"*

Reporting & Support Options

Reporting is about **care, safety, and connection to support**:

- **UCF Hazing Reporting Form:** Click [here](#).
- **UCF Police Department (non-emergency):** 407-823-5555
- **UCF IntegrityLine (anonymous):** 1-855-877-6049 or click [here](#).
- **Emergency situations:** Call 911

Reporting is about **care, safety, and connection to support**.

UCF Victim Services provides confidential advocacy and support to the UCF Community, 24/7. If you or someone you know has been impacted by hazing, UCF Victim Services can help, call a confidential victim specialist at [\(407\) 823-1200](tel:4078231200) or text [\(407\) 823-6868](tel:4078236868).

How Faculty & Staff Can Help Prevent Hazing

You can help shape healthy group culture by encouraging **positive** alternatives, such as:

- Group problem-solving challenges (e.g., escape rooms)
- Outdoor activities like the UCF Recreation and Wellness climbing wall or ropes course experiences
- Volunteering at a local nonprofit or organizing a community service project
- Pairing new members with experienced mentors for guidance
- Movie nights, group dinners, or other game nights
- Skill-sharing workshops (e.g., cooking, art, technology)
- Creating a group motto or mission statement together

Questions to Ask Student Leaders

- *"How does your organization make sure new members feel supported rather than tested?"*
- *"What traditions are you most proud of – and how do you know they're still aligned with your values?"*
- *"If a member felt uncomfortable, would they know where to go for help – and would they feel safe doing so?"*