



## FROM HAZING TO HEALTH | PROGRAM MODELS

The “From Hazing to Health” program is appropriate for a variety of anti-hazing efforts. Four basic models are available as presented in the columns of the chart below. For more information about the contents and outcomes of each workshop, please review the workshop menu in the following pages.

	Basic Education	Empowering Change	Community Initiative	Chapter Rehabilitation Retreat
Hazing to Health Workshop	X	X	X	X
Individual Chapter Consultations		X		X
Council Consultation		X	X	
Professionals Workshop			X	
Stakeholders Workshop			X	X
Member Educator Workshops	X		X	X (all-chapter, experiential)
Change Agent Training			X	X (officers only)



## WORKSHOP MENU

Name	Duration	Activities	Key Lessons / Learning Outcomes
<b>Hazing to Health Core Workshop</b>			
From Hazing to Health	90	Redefining Hazing Defining Dysfunction The Spectrum of Health 5 Factors	<ul style="list-style-type: none"> <li>▶ Hazing is a complicated legal term; “health” is a simpler alternative</li> <li>▶ Each organization lies at some point on a spectrum of health</li> <li>▶ Use 5 Factors to evaluate, adjust and improve the new member program</li> </ul>
Barriers		Group Activity Activity Discussion Identifying Barriers	<ul style="list-style-type: none"> <li>▶ Barriers prevent relationships from forming</li> <li>▶ Groups to create barriers naturally</li> <li>▶ Unhealthy groups exaggerate barriers; healthy groups break them down</li> </ul>
Expectations		What do you expect? Expectations Discussion Graphing Activity	<ul style="list-style-type: none"> <li>▶ Expectations are often higher for new members</li> <li>▶ Differing expectations creates a divide and formalizes apathy</li> <li>▶ Reversing this dynamic is more effective</li> </ul>
Consequences		What happens if? The problem of accountability	<ul style="list-style-type: none"> <li>▶ Consequences are often inconsistent from members to new members</li> <li>▶ This exaggerates apathy and stifles accountability</li> <li>▶ Establish consistent processes and consequences for accountability</li> </ul>
Fit		Respect / Learning Reflection Relevant, Meaningful Activities Refining Activities	<ul style="list-style-type: none"> <li>▶ Despite noble intentions, some activities are counterproductive</li> <li>▶ Activities must be relevant and must “fit”</li> <li>▶ Most activities can become relevant and meaningful if slightly adjusted</li> </ul>
Harm		Obvious versus Hidden Harm The Challenge of Creativity & Connection Eliminating Harm	<ul style="list-style-type: none"> <li>▶ Our responsibility is to prevent harm, including hidden harms</li> <li>▶ The presence of harm prevents creativity and promotes submission</li> <li>▶ Take small steps to remove harmful aspects while preserving meaning</li> </ul>
Pop Quiz		Pop Quiz Answers Revealed Discussion	<ul style="list-style-type: none"> <li>▶ Use the 5 Factors to identify and diagnose health problems</li> </ul>
Moving Forward		Group Scenarios Report of Results Discussion	<ul style="list-style-type: none"> <li>▶ Apply the 5 Factors to critique and improve certain aspects of pledging</li> <li>▶ Most activities require only small changes</li> </ul>
Wander & Learn		Idea Gathering Top 5 Ideas Personal Reflection	<ul style="list-style-type: none"> <li>▶ Hazing is bigger than your chapter, community, campus and policy</li> <li>▶ Find additional resources to learn, address and reverse health problems</li> <li>▶ Identify one thing to do differently</li> </ul>
Grill the Presenter		Open Q&A Closing Comments	<ul style="list-style-type: none"> <li>▶ Gather answers outstanding questions</li> <li>▶ Raise frustrations, concerns and challenges</li> </ul>



## WORKSHOP MENU (CONTINUED)

Supplemental Sessions			
Professionals Workshop	30	Strategic Systems Analysis Building Initiatives H2H Facilitation Skills	<ul style="list-style-type: none"> <li>▶ Develop a multi-faceted Hazing to Health Strategy</li> <li>▶ Gain skills to facilitate H2H discussions</li> <li>▶ Identify responses to common issues</li> </ul>
Stakeholders Workshop	20	Warning Signs Brainstorm Defining Roles and Responsibilities Intervention Options Protocol Review	<ul style="list-style-type: none"> <li>▶ Top 10 warning signs of Health problems</li> <li>▶ How to report, investigate, adjudicate and treat health problems</li> <li>▶ Confrontation techniques</li> </ul>
Chapter Consultation	60	Purpose and Goals Discussion Program Analysis Improving Activities Action Planning	<ul style="list-style-type: none"> <li>▶ Revised program goals and activities</li> <li>▶ Improved and documented program</li> <li>▶ RISE report of recommendations</li> </ul>
Council(s) Consultation	60	Defining Roles and Responsibilities Strategic Systems Analysis Building Initiatives Action Planning	<ul style="list-style-type: none"> <li>▶ Develop a multi-faceted Hazing to Health Strategy</li> <li>▶ Develop a thorough plan of action for anti-hazing initiatives</li> </ul>
Member Educator Workshops			
Training Techniques	60	Identify program goals 5 activity examples Adjusting Activities Q&A	<ul style="list-style-type: none"> <li>▶ New members' performance is our concern</li> <li>▶ Use varied, proven, interactive teaching techniques</li> <li>▶ Adjust activities to improve their effectiveness</li> </ul>
Program Development	90	Identify Program Goals Setting Expectations / Consequences Selecting Activities Action Planning	<ul style="list-style-type: none"> <li>▶ Revised program goals and activities</li> <li>▶ Improved and documented program</li> </ul>
Coaching Skills	xx	Knowing Your New Members Top 5 Coaching Skills Coaching Rehearsal Managing Motivation	<ul style="list-style-type: none"> <li>▶ How to coach potential members through 5 common scenarios</li> <li>▶ Demonstrated coaching skills</li> <li>▶ Simple motivation techniques</li> </ul>
Building Relationships	xx	Identifying Barriers Building Relationships Sample Activities Application Discussion	<ul style="list-style-type: none"> <li>▶ Identify and break down barriers</li> <li>▶ Sample brotherhood/sisterhood building activities</li> </ul>
Change Agent Training			
Handling Conflict	xx	Reviewing Conflict Identifying Sources Activity: Solutions for Key Sources Pop Quiz: Case Scenarios	<ul style="list-style-type: none"> <li>▶ Understand the pattern of conflict</li> <li>▶ Techniques for addressing common sources of conflict</li> </ul>
Confrontation	45	Gaps Happen Taking Corrective Action One-on-one Script What if?	<ul style="list-style-type: none"> <li>▶ It is natural to slip up: Gaps Happen</li> <li>▶ Demonstrate confrontation skills</li> <li>▶ Identify solutions if confrontation fails</li> </ul>
Building Support	45	Identifying Archetypes Support Playbook Case Scenarios	<ul style="list-style-type: none"> <li>▶ Know your Members</li> <li>▶ Build Alignment One-by-One</li> <li>▶ Techniques for getting support for key archetypes</li> </ul>