



U.S. CENTER FOR
SAFESPORTTM

CHAMPION RESPECT. END ABUSE.

2019 WEBINAR SERIES:

BULLYING & HAZING

MARCH 18, 2019

Learning Objectives

- Recognize the nature and scope of the problem regarding bullying and hazing
- Define what bullying and hazing look like, including cyberbullying
- Identify how to prevent these behaviors
- Be familiar with available additional resources



Nature & Scope of the Problem



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Scope Of The Problem

45 MILLION

U.S. YOUTH PARTICIPATE IN
ORGANIZED SPORT EACH YEAR

40-50%
EXPERIENCE SOME
FORM OF ABUSE
THROUGHOUT CAREER

WE CAN CHANGE THE GAME FOR
ALL OF THEM

Scope Of The Problem



20% of high school students reported being bullied at school in the last year



26% of parents reported that their child had been a victim of cyberbullying



74% of college students on a varsity athletic team report going through hazing

Scope Of The Problem



90% of LGBTQ students experienced harassment at school and online



Every 7 minutes a child is bullied



58% of kids have not told an adult about something mean or hurtful that happened online

Scope Of The Problem



Over 50% of college students involved in clubs, teams, and organizations experience hazing



25% of coaches or organization advisors were aware of the hazing behaviors



In more than 50% of the hazing incidents, a member of the offending group posted pictures on a public web space



Bullying



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Introduction to Bullying

- The stereotypical image of a bully isn't very realistic
 - Marginalized and low self-esteem
- Bullies are often well-connected to their peers and may even be considered popular, but they also like to control others.
- Targets can be anyone considered “different” from the majority
- They could also be very talented athletes—a trait that, while highly prized, can also be very isolating.
- Three most common reasons for being bullied, as reported by adolescents:



Looks



Body shape



Ethnicity

Understanding Bullying Behaviors

Bullying is a form of Emotional, Physical and Sexual abuse – BUT it is specific to behaviors between two Minors, or an Adult and a Minor

Bullying behaviors are intended to hurt, control or diminish someone...



Emotionally



Physically



Socially



Sexually

How do we know when behaviors cross over into bullying?

- **Imbalance of Power**
- **Repetition**
- **History of Conflict**

Distinguishing Bullying Behaviors

Rude Behaviors:

- Inadvertently saying or doing something that hurts someone else.
- These behaviors are **typically not** meant to hurt, are spontaneous, and not necessarily repeated.

“Do you think you should be eating that donut?”

“I cannot believe you missed that pass; she was wide open.”

Mean Behaviors:

- Purposefully saying or doing something to hurt someone, but not as part of a pattern of behavior.

“You are only going in because I hurt my knee!”

“I can’t believe you are wearing that outfit...it’s so ugly!”

Conflict Behaviors:

- A struggle between two or more people who perceive they have incompatible goals or desires.
- Most conflicts arise in the moment because people of the same relative amount of power see the same situation from two different points of view.

“We could have easily scored more goals if you passed the ball to your teammates every once in a while.”

Word Of Caution

These comments might be considered playful banter if the communication is among athletes known as close friends.

If a coach is unsure or teammates raise concerns, the behavior should be treated as bullying.

The likelihood for repetition, the likelihood that athletes might pretend there are no issues, and the fact that a coach or teammates might not have witnessed other incidents warrants action.

Types of Bullying



Verbal: Using words, statements, or insults in a negative way

Name-calling
Teasing
Intimidation
Threatening to cause harm



Physical: Any type of unwanted physical force

Hitting
Kicking
Tripping
Other forms of physical aggression



Social: Harming others through the manipulation and damage of their peer relationships

Spreading rumors
Leaving out individuals
Embarrassing someone
Ignoring a teammate



Damage to property: damaging or threatening to damage an individuals personal belongings

Uniforms
Equipment/gear
School items
Locker/items stored in lockers



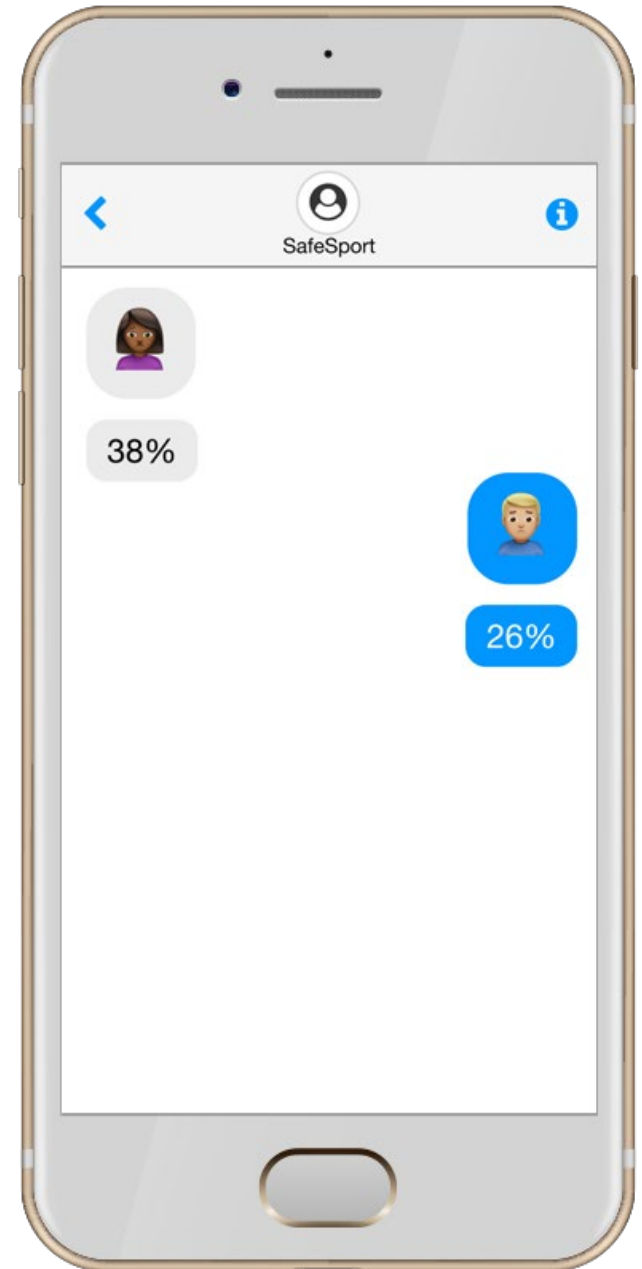
CYBERBULLYING

24/7 connections to social media and text messaging make cyberbullying pervasive.

Because it happens away from practice and competition settings, coaches are often unaware cyberbullying is going on.

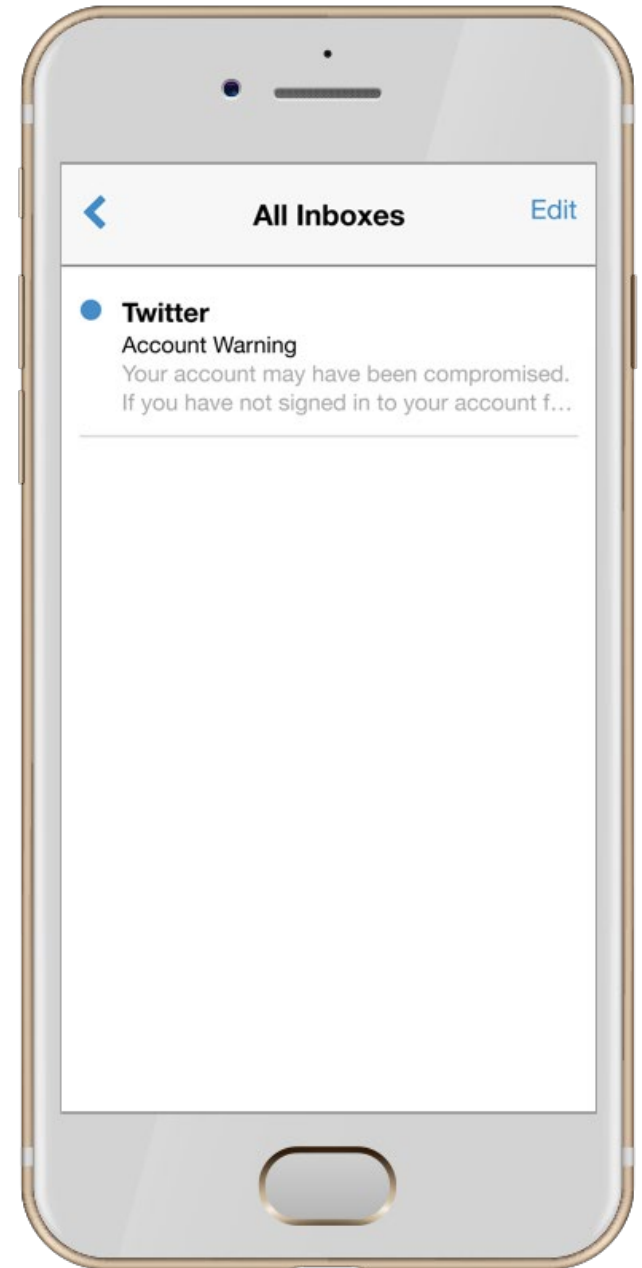
Cyberbullying

**Girls are more likely to be cyberbullied than boys.
38% of girls report being cyberbullied (vs. 26% of boys)**



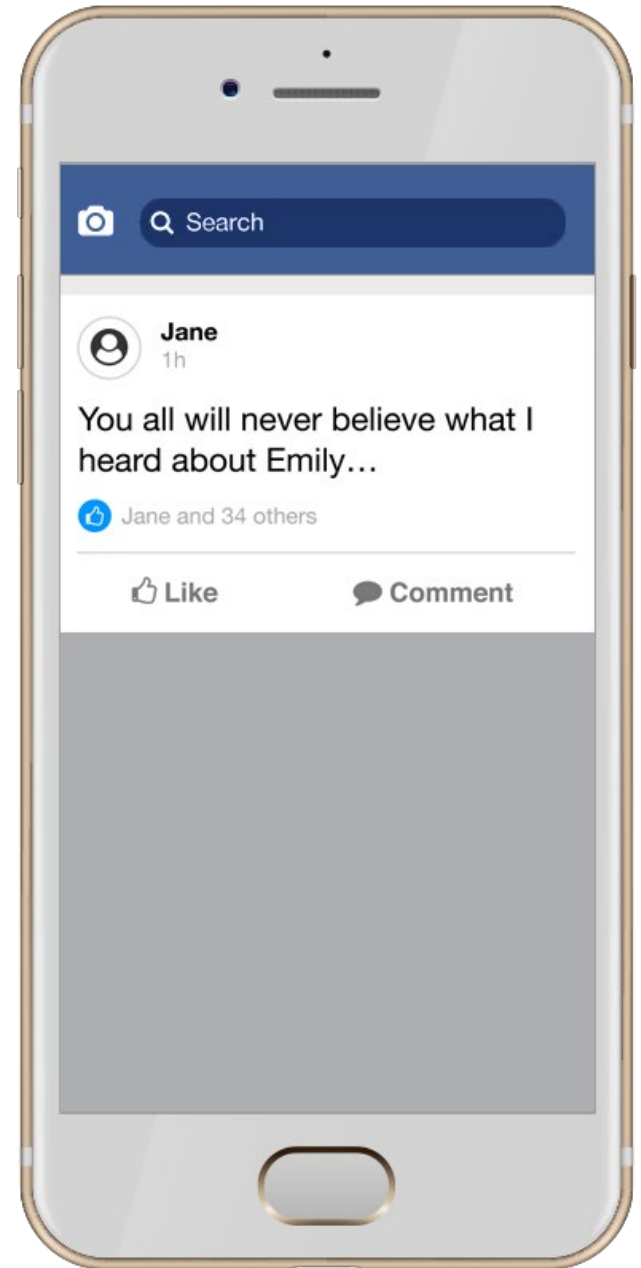
Cyberbullying

Cyberbullying also includes stealing account information to post damaging material as another person.



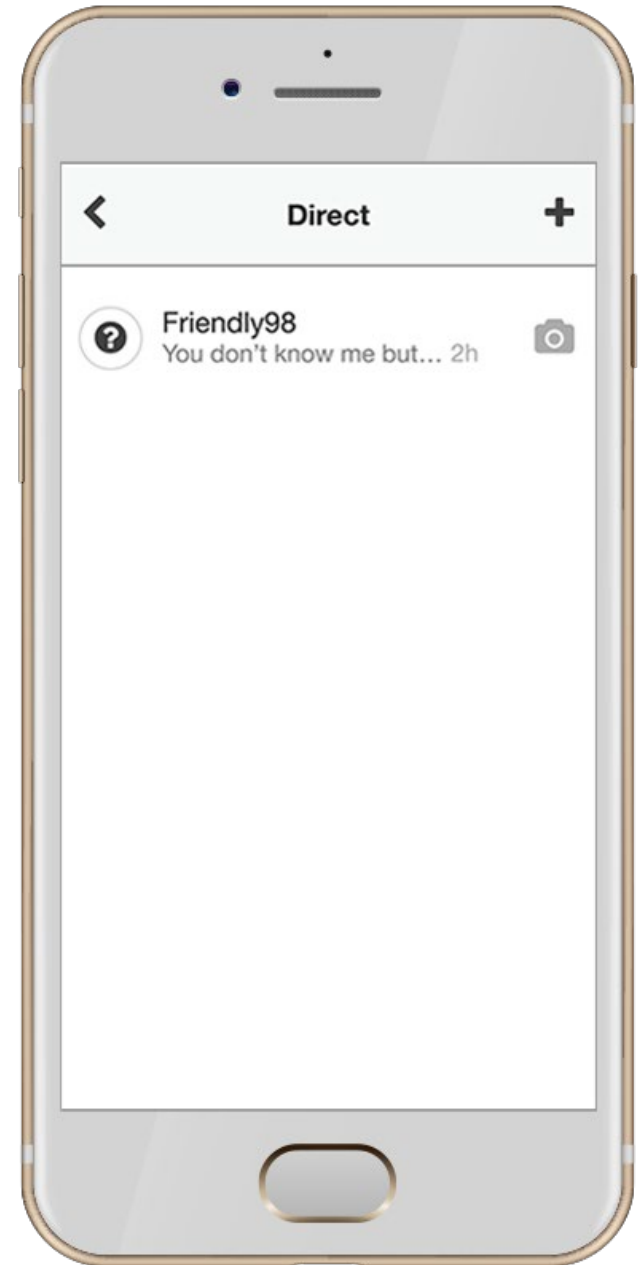
Cyberbullying

The most common methods of cyberbullying are spreading rumors and making mean or hurtful comments online.



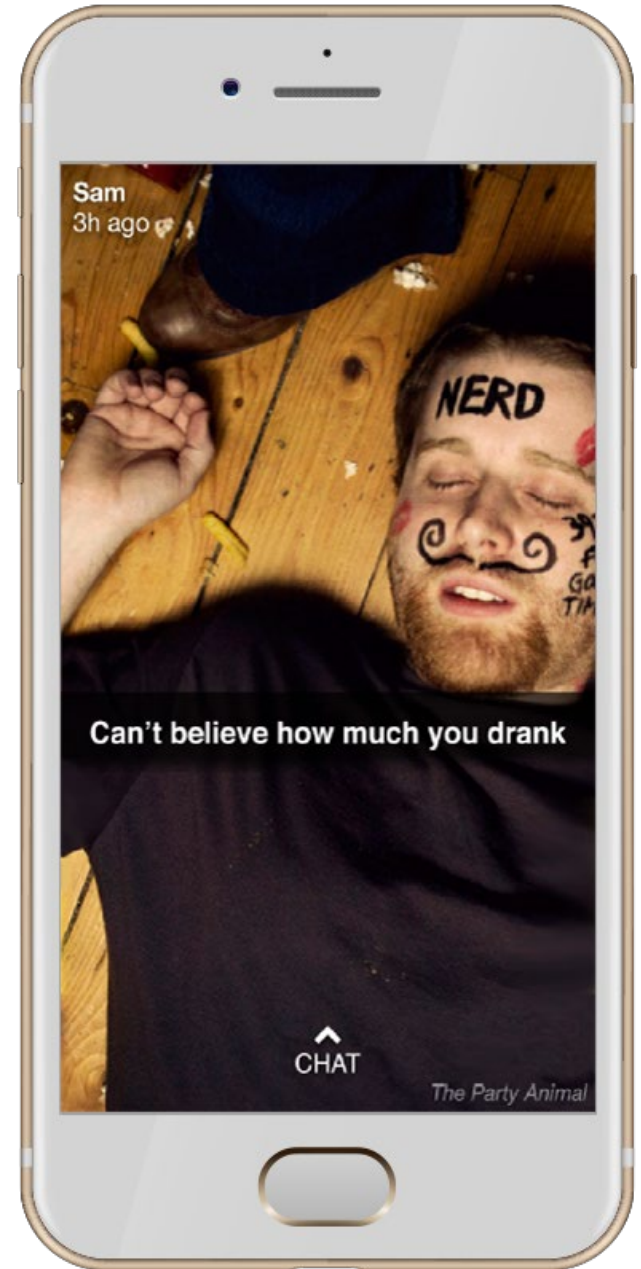
Cyberbullying

Unlike other forms of bullying, cyberbullies can often remain anonymous, and gain a much wider audience for their bullying.



Cyberbullying

Taking or circulating unwanted pictures of someone is a form of cyberbullying.



Predictors of Bullying Behavior

- Bullying can happen for any reason and to any person. However, there are certain characteristics that are often targeted:

- Individuals who

- are very talented
- have few or no friends
- are popular and have many friends
- have an illness, physical disability, or mental disability
- identify as LGBTQ
- belong to a different racial group

- Individuals with

- vulnerable or introverted personalities
- physical features that attract attention or are considered outside the norm
- with different religious or cultural beliefs



Roles in Bullying Situations

Instigator: The athlete who initiates and engages in bullying behavior



Target: The athlete against whom the abuse is directed



Witness: The athlete(s) who sees the bullying behavior happening and either:

observes and does nothing

acts as an ally and intervenes.

Effects of Bullying

- Bullying can have real consequences for athletes' physical and mental health.
- Effects can be both immediate and long-term.

Psychological

Anger

Depression

Anxiety

Panic Attacks

Insomnia

Suicidal Thoughts

Difficulty Trusting

Low Self-Esteem



Physiological

Stomachaches/Digestive Issues

Dizziness

Headaches

Exhaustion

Muscle Pain

Stress

Circulatory Damage

Immune Damage



Intervention

- Whenever a coach is unsure of the intent, a word of caution on how teammates support each other may diffuse a potential bullying situation.
- By intervening, coaches might prevent an isolated incident of rudeness or meanness from becoming a pattern of bullying behavior.
- Preventing bullying makes team sports safer and likely increases performance levels by removing fear and negativity.



Hazing



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Intersection of Bullying and Hazing

- Motivation for bullying and hazing is often identity-based
- Imbalance of power exists
- Left unchecked each can contribute to an environment where the behavior is acceptable
- Each is a precursor to more destructive, hateful behavior

Intersection of Bullying and Hazing

- Bullying excludes the target from the group, whereas hazing is a ritual or process imposed on a person who wants to be part of the group
- Bullies often act alone, but hazing usually involves a group, team or organization

Understanding Hazing

Definition of hazing:

Any conduct that subjects another person—physically, mentally, emotionally or psychologically—to anything that may endanger, abuse, humiliate, degrade or intimidate the person as a condition of joining or being socially accepted by a group, team or organization.

Drinking a large quantity of alcohol to prove you're "one of us"...hazing
Running a gauntlet where your teammates punch and kick you...hazing



AMERICA

NFL Rookie K.J. Dillon Gets Stuck With \$16,000 Dinner Bill In Hazing Ritual

December 21, 2016 · 3:15 PM ET



MAGGIE PENMAN



'These are supposed to be your friends': Another ex-player describes 'constant abuse' by Sarnia teammates



Former OHL goalie says he also witnessed hazing of ex-teammate Daniel Carcillo, fellow rookies



Doug Harrison · CBC Sports · Posted: Nov 28, 2018 4:37 PM ET | Last Updated: November 29, 2018



The rookie hazing has started in Phoenix

Welcome to the NBA.

By Keith M. Scheessele | @BSUKeith | Sep 29, 2016, 12:06pm MST

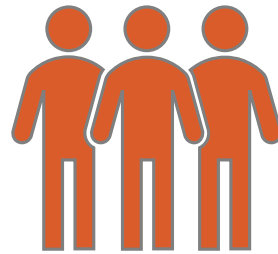


SHARE



Sometimes participants will try to defend themselves by saying the person involved wanted to do it

Athletes will do anything to be successful



Many states also have laws against hazing, so if your athletes participate in hazing behavior, they not only risk a spot on your team, they could be charged with a crime

Hazing is finally being recognized for what it is: a dangerous form of abuse

**Not Just
Sports and
Greek-letter
Organizations**

Marching bands

Theatre groups

Ski clubs

Church groups

Club sports

Freshman camp

Orientation groups

Military groups

Residence living units

Other social and academic clubs

Hazing Behaviors Can Include:

Attend a skit night or roast where other members are humiliated

Sing or chant by yourself or with a few select team members in a public situation that is not related to the event, game, or practice

Wear clothing that is embarrassing and not part of the uniform

Be yelled, screamed, or cursed at by other team/organization members

Get a tattoo or pierce a body part

Act as a personal servant to other members

Associate with specific people and not others

Deprive yourself of sleep

Be awakened at night by other members

Make prank phone calls or harass others

Be tied up, taped, or confined to small spaces

Be transported to and dropped off in an unfamiliar location

Endure harsh weather without the proper clothing

Drink large amounts of a non-alcoholic beverage such as water

Participate in a drinking game

Drink large amounts of alcohol to the point of passing out or getting sick

Watch live sex acts

Perform sex acts with same gender

Warning Signs for Peers



The leaders of the group are very aggressive, and intimidating.



You have heard rumors from your peers about activities that are hazardous.



Your gut is churning and you sense danger.



You have been warned by authorities that the group has a reputation for being extreme.



You don't want to acknowledge it, but you have witnessed some events which are dangerous or are inconsistent with your own morals and values.



You feel stuck. You are already involved and do not know how to get out of the group or process.

Impact on those being hazed

- Physical, emotional, and/or mental instability
- Sleep deprivation
- Loss of sense of control and empowerment
- Decline in performance
- Relationships with friends, significant others, and family suffer
- Post-traumatic stress
- Loss of respect for and interest in being part of the organization
- Erosion of trust within the group members
- Illness or hospitalization with additional effects on family and friends

Impact on those hazing

- Decline in performance
- Relationships with friends, significant others, and family suffer
- Loss of connection to the organization
- Media scrutiny
- Damage to one's personal reputation
- Warped sense of leadership
- Feelings of shame and guilt

Impact on the organization

- Loss of reputation within the sport community, local area and nationally
- Loss of recognition for the organization, team or club and/or other privileges revoked
- Civil damages may be levied against the organization
- Organization's or team's leadership may be held responsible



Prevention



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Controlling the Culture

Coaches can set standards at the very beginning of the season by setting clear behavior expectations (what will not be tolerated) for their athletes.

Establishing norms for how athletes behave and treat each other can greatly reduce the risk that they will turn to bullying/hazing behaviors as the season progresses.

Controlling the Culture

**Set aside
time**

to review the definition of bullying and hazing with athletes so the team understands which behaviors are considered “out-of-bounds”

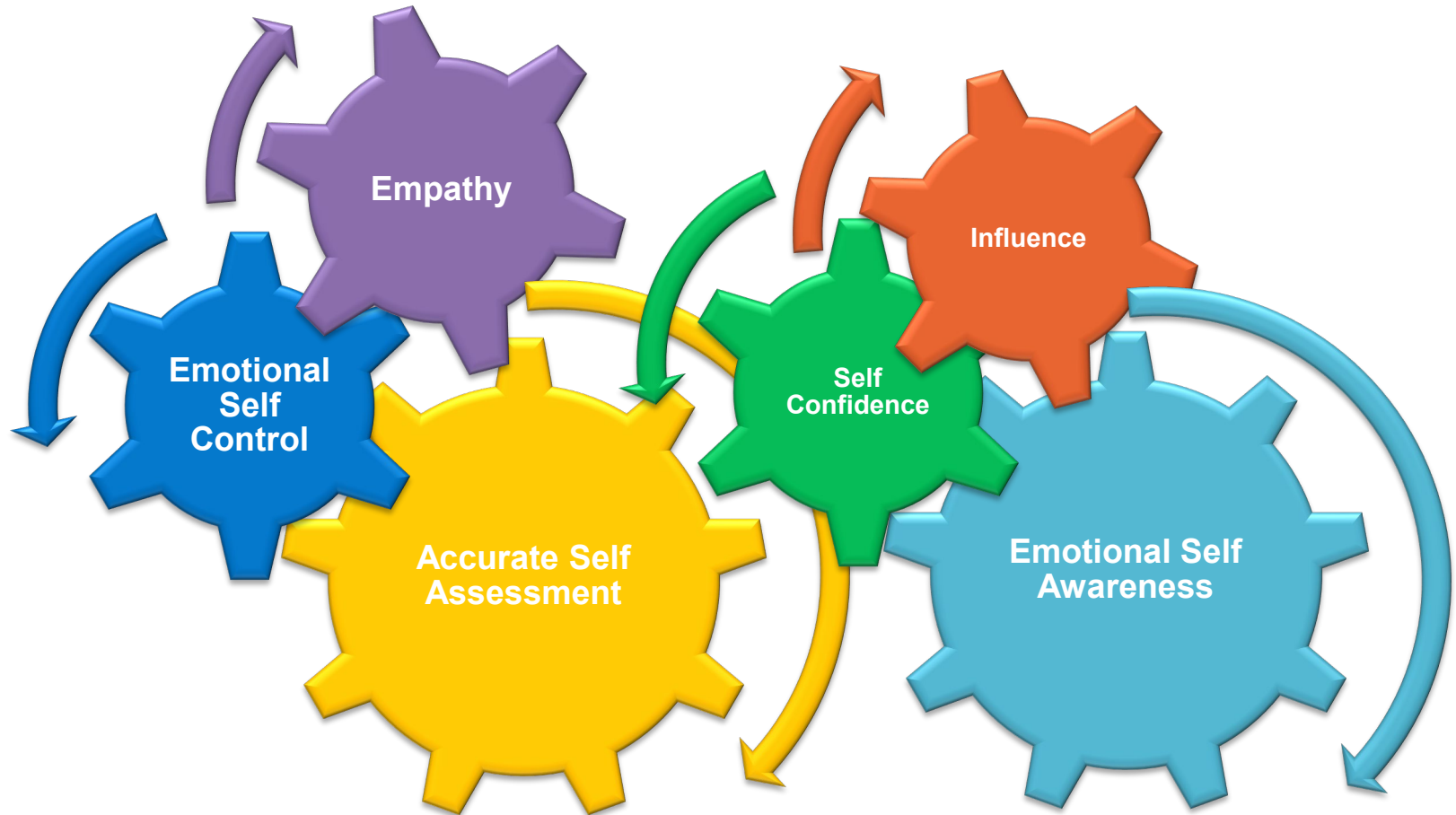
Share

team rules with parents to assure that parents understand the expectations and can reinforce them at home.

**Social &
Emotional**

learning is a core component of team building and will have the greatest effect by beginning as early as possible.

Emotional Intelligence



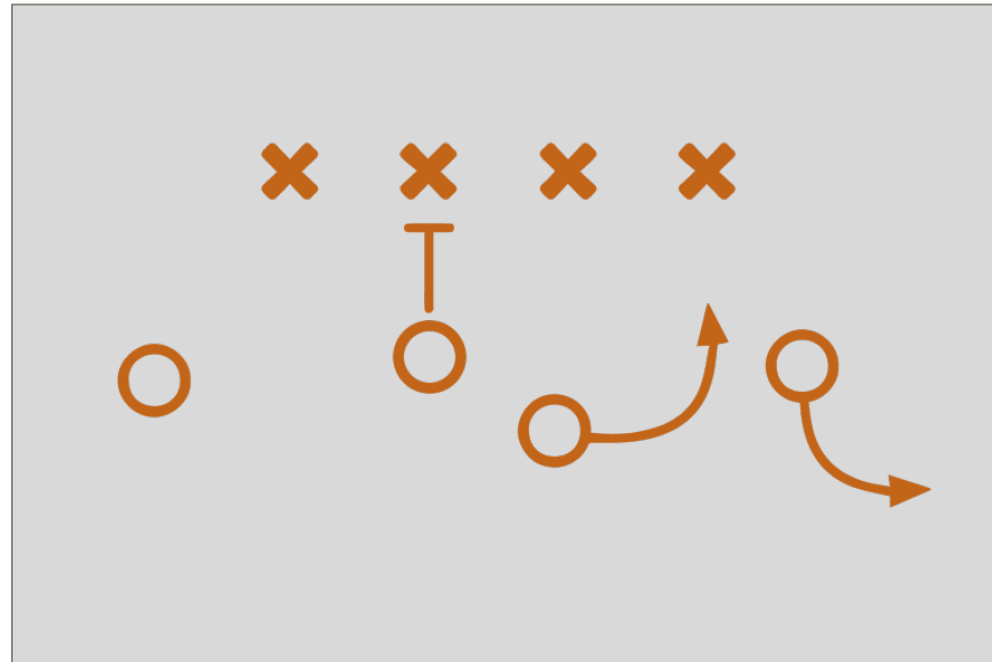
Set Expectations

- Respect your coach by listening and following directions.
- Respect your teammates by treating them as you wish to be treated.
- Act responsibly, not impulsively.
- Demonstrate care, concern, and compassion for your teammates.
- Maintain honesty.
- Practice and compete fairly according to the rules.

What Can Athletes Do Against Bullying?

Plays for athletes

- Talk to the target in private
- Confront the bully in action
- Seek help from the coach or another adult
- Walk away



What Can Athletes Do Against Hazing?

1. Depending on your position in the group (status, degree of power) you can try to influence others to think before they act, and to consider the long-term consequences.
2. Create connections with your peers, and have a plan of action in case a dangerous situation arises.
3. **IF YOU ARE A BYSTANDER, DO NOT GO AGAINST THE GROUP ALONE.**
4. Unless you are in a powerful position of leadership, opposing the group as an individual will cause you pain and suffering. If you can organize the group to act together to prevent the perpetrators and the victims from getting into trouble than do it. If not, do not try to stop violence alone. However, you can try to get help or report the incident as an individual - either anonymously or by revealing your identity.

What Can Parents Do?

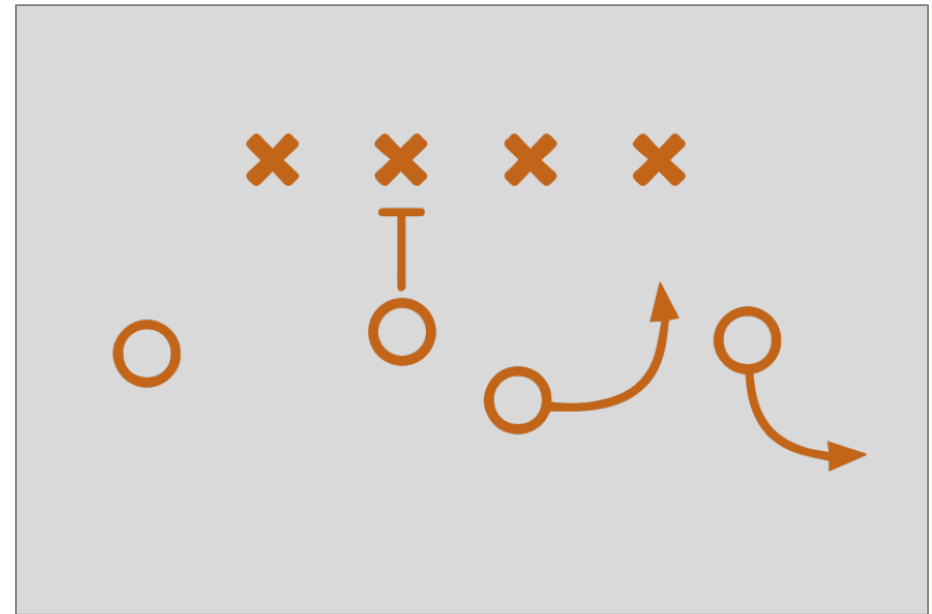
1. Teach your children that no one has the right to violate their body.
2. Model behaviors which you want them to imitate.
3. Protect your child by making the school and other authorities accountable for the actions of their staffs.
4. Demonstrate by doing; therefore have your child see you organize as a group in order to fight for a cause.
5. Support your children when they sense danger or injustice. Discuss actions that they might do.
6. Teach them, at the appropriate age, (middle school) about hazardous hazing.
7. If you are a bystander in any situation, consider your options and explain them to your child.
8. Before your children are in a situation without adult supervision, have discussions about responsibility and consequences - legal and ethical.
9. When relevant, check to see the kinds of adult supervision, rules and laws that are in place for the location that your children will be in.
10. Have complete information about the place where your child may be when under the supervision of others. Make sure you can contact them and vice-versa.
11. Let your child know, that regardless of the stated policy, if there is a true emergency, where they are significantly threatened, that they can reach you by phone; and that they should call.



What Can Coaches Do?

Plays for coaches

- Support athletes to make responsible decisions
- Help athletes control their emotions
- Promote team cohesion
- Establish trust and pay attention to athletes' feelings



Additional Training Resources

Parents

- Online Training Course

Youth

- Age-appropriate Training
 - Pre-school
 - Elementary School (K-2 & 3-5)
 - Middle School
 - High School

Parent Resources



Parent TOOLKIT



Training:

- Parent's Guide to Misconduct in Sport

[Athletesafety.org](https://www.athletesafety.org)

Toolkit Covers:

- What you need to know about abuse
- Age-appropriate discussion starters about various forms of abuse
- Prevention Questions
- How to Respond
- Signs and Symptoms of Abuse

Coach Resources

Preventing Bullying:
What Great Coaches Need to
Know



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Handbook Covers:

- Understanding bullying behavior, w/ particular focus on vulnerable populations
- Strategies to prevent bullying behavior
- Strategies for responding to bullying behavior
- Potential bullying scenarios to use in team discussions



Together we can:
Champion Respect. End Abuse.



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FOR ADDITIONAL TRAINING OPPORTUNITIES CONTACT:

TRAINING@SAFESPORT.ORG

OR

720.965.2669