High School Student Experiences & Expectations

to Campus

Individual Susceptibility

- Belonging
- Want/need for a right of passage



to Organization

Organizational Value/Status

- Measured by in-group and out-group
- Who determines org value
- · Status and reputation
- Want to hold community status

and Community

Community Value/Status

- Cross organizational in-group
- Boundary spanning relationships (structural holes)
- Hidden culture
- Who holds influence over orgs

Piazza Center Horizontal Hazing Model

Violence, Bullying, Harassment

Expectancy Theory

Individual

- Belonging
- Masculinity/Femininity norms
- Personal experiences
- Self-confidence
- Perspectives of leadership
- Perspectives of character

Organizational

Definitions of Leadership

- Practice of decision making (power differentials)
- Hierarchy and power differentials (in-group vs. out-group)

Conformity to Group Norms

- Social capital (newly attained, over time, etc.)
- Primary and secondary focus (social, athletics, competition, academics, or leadership)

Rights of Passage

- Adult play activity/bonding
- Deviant fun/bonding
- Dysphoria

Community

- Status top tier
- Status/social capital with a focus on Social, Athletics, and/or competition(ie. philanthropy is a front for social)
- Power dynamics between groups
- Alcohol and other drug misuse
- Behaviors/norms **e**

Interplay of individual, organization, and community experiences and expectations

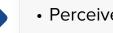
Interplay of Perceptions

The interplay of individual perceptions, organizational mindsets and performance, and community values which form hazing culture.

Individual Perceptions

- Self-efficacy and proof of masculinity/femininity
- Belonging
- How the individual supports or challenges organizational values and culture

Organizational Values



- Perceived status within community
- Advertised value
- Interpretation of community value
- Dual organizational identities

Organizational Values

In-group support of hazing within orgs

- Collective mental models of masculinity/femininity
- Definitions of leadership
- Acceptance of violence norms
- Perceived weakness by individual new members or confidence/power

Organizational Performance

Formal and informal

- Systems to educate
- Systems to monitor
- Systems to confront
- Systems to control
- Systems to reward

Community Values



- Community values and culture
- Cross organizational in-group vs. out-group
- Sibling/regional organizations and or extended community values and culture

