

“Belonging Shouldn’t Hurt” Conversation Starter

Facilitator Key

Questions to ask and points to make are in bold.

Notes and instructions for facilitator are in italics.

When people join a sorority or fraternity, they’re often looking for a place where they belong. We want to find people who know us, support us and make us feel like we are a part of something bigger than ourselves.

But what happens when we make people endure humiliation, harm or unnecessary risk to be a part of our organizations? Can they ever achieve a true sense of belonging?

Hazing is often defended as a way to create stronger bonds. We hear that “going through it together” brings people closer or that difficult experiences make members value their organization more. But shared experiences do not automatically create healthy relationships, and research has found little evidence that hazing creates stronger group solidarity.

Hazing can instead create divisions between members, reinforce power differences and make people feel that they must tolerate mistreatment to earn their place. This can be especially true when associate members are expected to perform tasks or endure experiences that are not part of what it means to be a full member.

If the goal of new member education is to prepare people for membership, we should ask whether the experiences we provide prepare them for that membership.

The goal isn’t simply to eliminate harmful activities, it is to think about how we create the belonging, connection and brotherhood or sisterhood that hazing claims to provide without harm.



Chapter Discussion

1. **What are your initial thoughts about the poster?**
 - What message do you think the poster is trying to communicate? What stands out to you about the language used?
2. **Why do you think people believe hazing creates stronger bonds?**
 - Consider the argument “we went through it together, so it made us closer.” What makes that idea appealing? Who did the experience actually bring you closer to: the people who went through it alongside you, or the people who made you go through it?
3. **What makes you feel like you belong in your chapter?**
 - Responses may include friendship, trust, support, shared experiences, being valued, being included or knowing you can be yourself.
4. **If new member education is supposed to prepare someone for full membership, what should that experience look like? Are there things you expect from an associate member that you would not expect of a member who has been initiated?**
 - Think about the knowledge, skills, relationships and responsibilities you expect from someone after they are initiated. Are they different than a new member? Do you only expect new members to plan events, fundraise for the philanthropy or clean up?
5. **How can we build strong relationships without hazing?**
 - Think about ways your chapter can create meaningful shared experiences through mentorship, service, philanthropy, leadership, retreats, member class activities or simply spending time together.
6. **What can you do when you see something that doesn't contribute to healthy belonging? What would it look like to “See It. Stop It.” in your chapter?**
 - Hazing prevention is everyone's responsibility. Consider how members can recognize concerning behavior, intervene when it is safe to do so and report hazing.

Keep the Conversation Going

As you think about your chapter's traditions and membership experience, ask yourself:

- Does this bring people together or create divisions?
- Does this help people feel valued or make them feel like they have to earn their place?
- Does this prepare people for membership or simply reinforce who has power?
- Does this create the kind of belonging we want our organization to be known for?

Belonging should be something we build together, not something we make people suffer for.

Resources

Hazing Hotline: 1-888-NOT-HAZE

- [Cimino, A., & Thomas, B. \(2022\).](#) Does hazing actually increase group solidarity? Re-examining a classic theory with a modern fraternity. *Evolution and Human Behavior*, 43(5), 408-417.