

HAZING PREVENTION ORG™

2015 Annual Report



Welcome to the HazingPrevention.Org 2015 Annual Report

TABLE OF CONTENTS

Letter from the President	3
2015 Novak Institute	4
Online Hazing Prevention Course	4
eReadia Partnership	5
In the News	5
National Hazing Prevention Week	6
Poster Design Winner	6
Anti-Hazing Hero Awards	7
High School Essay Winners	7
#40Answers Campaign	7
Partnerships	8
National Sponsors, Donors & Campus Members	9
2015 Board of Directors	10
2015 Student Representative	10
HPO Staff	10
Financial Report	11

Letter From the President



Very few companies are in the business of trying to put themselves out of business, but HazingPrevention.Org (HPO) is one of them. And while progress has been made in eradicating this insidious hazing behavior from our lives, much work still needs to be done.

HPO transitioned from an almost purely volunteer base at its inception, to working with a professional association management group (ASG) who has taken the lead not only in the business end of things, but also in advocacy, promotion, and fundraising. We know that ASG cannot do it alone, so it is time for us to determine how to blend the support and expertise of our many talented anti-hazing

advocates, with those of our business leaders. We recognize the power of our supporters and volunteers. We also recognize that we need to provide ASG with additional resources so that they can grow our organization. It will take all of us working together to make the change happen.

Where do we start with our prevention efforts? Historically we have targeted college-aged students, and in many ways our fraternal communities. Many Greek organizations have soul-searched and supported the cause. But we now look to further expand our reach – into the high schools and into athletics, to name but a few. These may not be totally new areas, but we must branch out, start younger, and go broader. We also need to expand our concept on how to deliver hazing prevention skills, and bring prevention skills experts to our Board.

HPO's strategic plan continues to be reviewed, evaluated, and reviewed again. It will take the efforts of every one of us to change a culture built on abusive and oftentimes dangerous behaviors. We are steady in our resolve to end the abuse, but we need to work together to make it happen. Through efforts like our collaboration with AliveTek and our hazing prevention course, our increase in the use of social media, and the "These Hands Don't Haze" mosaic, metrics indicate awareness of the issues, and HPO's brand awareness, is very high. It is now time to get our prevention strategies to those same levels.

The Novak Institute remains a cornerstone of our prevention efforts, and we are excited by this year's hosting at Georgia Tech in Atlanta in June 2016. Our model is solid, but there are many evidence-based tactics that can work in tandem. We can take the lead in integrating those tactics and offering a comprehensive prevention plan.

We have the people in place who can lead the charge and make the difference. It is now up to all of us to make it happen.

So let's get to work.

Thank you for your continued support.

A handwritten signature in black ink that reads "Lenny Sancilio Jr." The signature is fluid and cursive, with a large initial 'L'.

Lenny Sancilio
President 2015
Board of Directors



Novak Institute for Hazing Prevention



Our 2015 Novak Institute for Hazing Prevention was held on the campus of the University of Memphis June 3-6, 2015. During our institute, nationally recognized faculty teach a prevention framework based on proven principles that are grounded in research. This four-day, interactive experience teaches diverse groups of interdisciplinary participants how to address hazing from a strategic approach that focuses on prevention rather than just response.

The Institute boasts an esteemed faculty list: Kim Novak, Dean; Linda Langford; Dan Wrona, Keith Ellis, Fred Dobry.

Since 2008, we have brought together dynamic groups of students and professionals and provided them the opportunity to cultivate the skills to develop and implement a comprehensive hazing prevention initiative. Additionally, we aim to instill hope that we have the capacity to prevent hazing. To this end, the Institute focuses on prevention of hazing as opposed to response.

The curriculum is based on a violence prevention framework designed by experts in public health, which includes (1) a set of proven principles and (2) a systematic and strategic planning process. The process includes starting with a clear definition of the problem and its contributing factors (risk and protective factors), articulating what needs to change, looking at research about what works to make that change, creating effective programs and policies that carry out those change goals.

Congratulations on a successful institute and to all the graduates!



Hazing Prevention Online Course: *It's Everyone's Responsibility*

AliveTek, Inc. and HazingPrevention.Org TM partnered in 2014 to launch a new online hazing-prevention course for the Florida SUS (State University System) in the fall of 2014, and roll out a customizable course for organizations and universities nationwide.

Hazing Prevention, It's Everyone's Responsibility™ is an evidence-based online course, reflecting best practices established by leading academics studying hazing. This one-hour awareness and prevention based course teaches students how to recognize, prevent and report hazing. The real-life scenarios prepare students, group members and bystanders to make informed decisions, ultimately empowering them to prevent hazing. Pre and post surveys are an important part of the program, and the aggregate data will be used to further efforts for prevention in the future.

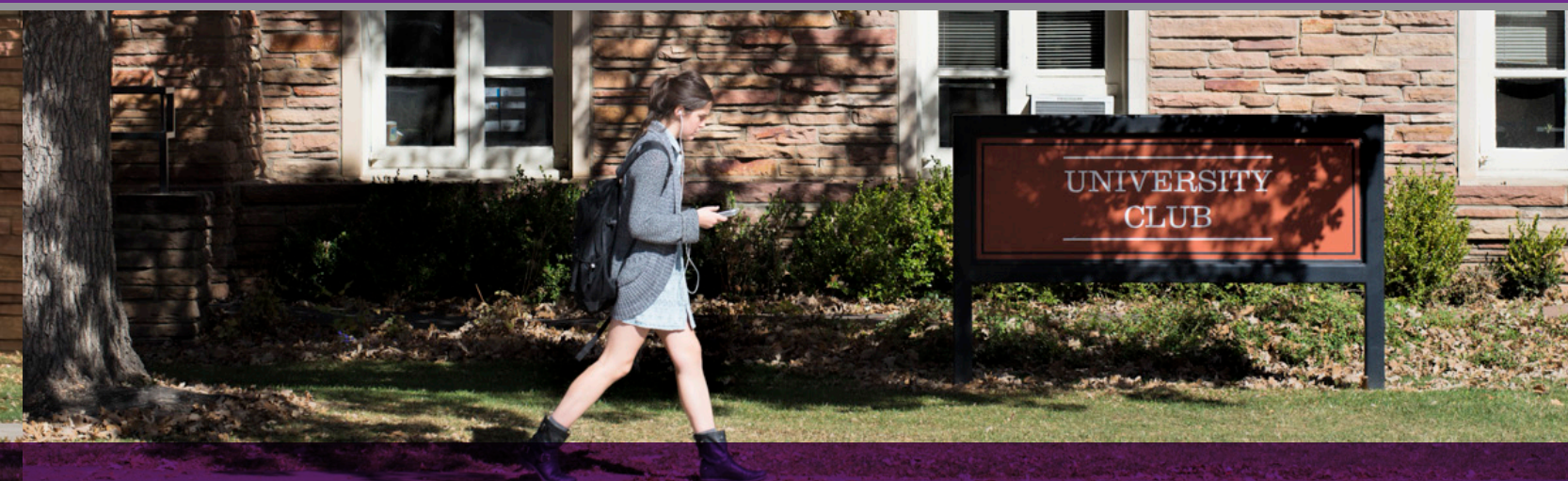
AliveTek and HazingPrevention.Org are now offering this course to other colleges and universities, high schools, national organizations and sports teams around the country, with fully customizable branding, imagery and data reporting.

An extended *Greek Life Module* is available for those who would like a deeper dive into the issues facing fraternities and sororities.

A new *Hazing Prevention 101* course is also available for individual purchase.

For more information or to request a demo of the courses please visit prevent.zone/hazing





Partnership with eREADIA



The JUST IN CASE App
from eReadia

HazingPrevention.Org and eReadia LLC, creators of the *Just in Case* app, announced a partnership which will bring information about how to recognize, prevent and report hazing to the smartphones of thousands of college students. Campuses currently providing outreach to students in crisis via the *Just in Case* app now have the option to include this expert advice on hazing and what to do about it from HazingPrevention.Org.

"We are thrilled to partner with Just in Case for Colleges to be able to provide hazing-prevention content to students who may be at risk for physical, mental or psychological harms of hazing, or who may have a roommate or friend caught up in a situation" said Emily Pualwan, Executive Director of HazingPrevention.Org. "We value the platform's ease of use and careful content that allows students to quickly assess a situation and find help in a crisis."

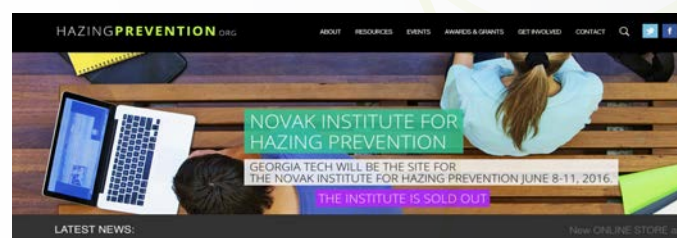
The *Just in Case* app was created in 2012 to provide college campuses with an easy way to publish critical information regarding mental health crisis intervention and suicide prevention to students via their smartphones. Today, hundreds of thousands of students have access to the app on the campuses of participating schools. Each app reflects the unique information and branding preferences of the participating campus.

For more information about adopting the app for your school please visit justincaseforcolleges.com

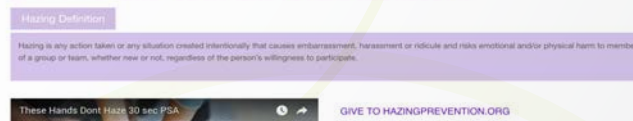
In The News

In 2015, we continued to see the explosion of news reports and media coverage surrounding hazing. HazingPrevention.Org leadership was interviewed and quoted in **45** news stories in 2015, including the [Wall Street Journal](#), [Christian Science Monitor](#), [Associated Press](#), [Yahoo News](#), [Chicago Daily Herald](#), [Chronicle of High Education](#), [Minneapolis Star Tribune](#), and numerous state and university local papers and radio stations.

For a complete and up to date listing of all our news coverage please visit our website.



HPO IN THE NEWS - CLICK HERE TO READ ALL ABOUT IT!

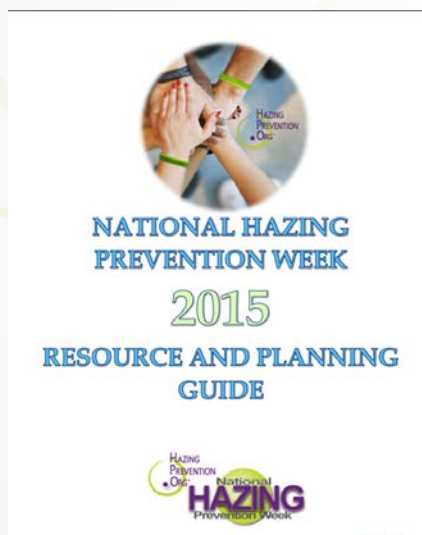


National Hazing Prevention Week - September 2015



National Hazing Prevention Week was held September 21-25, 2015 with over a thousand campuses across the country downloading our resource guide and observing local events designed to raise awareness about hazing and hazing prevention. This year's theme was **"These Hands Don't Haze"**. Although the designated week is the last full week of September each year, campuses can observe NHPW any time it fits within their campus schedule.

Events included our popular #40Answers Twitter campaign with Sigma Nu Fraternity, held the 40 days leading up to the week. Poster design contest, High School Essay contest, and the These Hands Don't Haze theme throughout the week.



National Poster Design Winner for National Hazing Prevention Week

As part of National Hazing Prevention Week, HazingPrevention.Org holds a **National Poster Design Contest**. The winning entry not only receives a cash prize but has his/her entry designated as the official poster of NHPW for the upcoming year.

The winning design features two hands coming together with the tag line **These Hands Don't Haze: Hazing Stops with Yours.**

First place: Jericho Rosas of McAllen, TX



High School Essay Contest



In conjunction with the National Federation of State High School Associations, we sponsor an annual **High School Essay Contest**, which receives hundreds of entries from around the country.

This year's entries were judged on a 500-word original essay on hazing prevention with the theme **"These Hands Don't Haze"**.

First place:

Adam Mercier | Cumberland, RI
Mount Saint Charles Academy

Second place:

Joy L.R. Rong | Grand Prairie, TX
James Martin High School

Third place:

Jacqueline R. O'Neil | Midlothian, VA
Maggie L. Walker Governor's School for Government and International Studies

6th Annual #40ANSWERS Campaign for National Hazing Prevention Week

In partnership with Sigma Nu Fraternity, HazingPrevention.Org held the 6th annual #40Answers Twitter campaign. For each of the 40 days leading up to National Hazing Prevention Week (September 21 – 25, 2015), one commonly heard excuse for hazing was posted via the Twitter accounts for HazingPrevention.Org™ (@PreventHazing) and Sigma Nu Fraternity (@SigmaNuHQ).

Our 2015 #40Answers Twitter campaign using the hashtag saw 5,190 tweets with the hashtag reaching 12,089,051 impressions. Hundreds of participants, organizations and followers tweeted, retweeted and responded to the campaign. HPO now has almost 7,000 followers on Twitter.

Follow us @PreventHazing and get involved in our 2016 campaign!

Hank Nuwer Anti-Hazing Hero Award Winners

The award recognizes nominated individuals who stood up to hazing in their organizations and on their campuses, and helped educate others about the dangers of hazing. The Awards are supported by Phi Delta Theta Fraternity

Andrew Jordan Fischette

While an undergraduate, Mr. Fischette along with fraternity headquarters staff and university professional staff, came forward during his pledging process and stood up to put an end to 20+ years of very risky hazing behavior that was masked as 'tradition'.

Hillary Holt

After experiencing serious hazing Ms. Holt knew her life was spared so that she could be the voice for those who have lost their lives. Hillary's current project is building a nonprofit organization on campus by the name of SHINE- Stop Hazing In Nations Everywhere.

Lianne Kowiak

Lianne dedicates part of her time to hazing prevention after her son Harrison lost his life tragically to hazing in 2008 at the age of 19 when pledging to a fraternity during his sophomore year in college.

Paulette Walker

Dr. Walker is the 25th National President of Delta Sigma Theta Sorority, Incorporated. Her efforts include an internal appointment of a Hazing Prevention Task force and naming a dedicated Special Advisory committee to evaluate the sorority's membership intake process.

The award is named in honor of Hank Nuwer, a long-time anti-hazing journalist and the author of four books and a blog on the subject. A member of the faculty at Franklin College, Professor Nuwer is a former member of the HPO Board of Directors.



Our Partnerships

HazingPrevention.Org™ partners with businesses and organizations on special projects and programs that are relevant to the mission of HazingPrevention.Org.



AFA - ASSOCIATION OF FRATERNITY/SORORITY ADVISORS

AFA provides exceptional experiences, a vibrant community, and essential resources for the success of fraternity/sorority advisors. Through our programs and meetings, publications, networking opportunities, and other resources, AFA is the leading voice in aligning the fraternity/sorority and higher education experiences.



AFLV - THE ASSOCIATION OF FRATERNAL LEADERSHIP & VALUES

AFLV's mission is for all fraternity/sorority members to exemplify and live ethical values. AFLV is an Event Sponsor for HPO's Novak Institute for Hazing Prevention.



ALIVETEK

AliveTek is a partner with HazingPrevention.Org in development of online hazing prevention education programs. Inquire about how we can customize a "Hazing Prevention: It's Everyone's Responsibility" online course for your school, university, or organization today.



CAMPUSPEAK

CAMPUSPEAK provides transformative learning experiences through keynote speakers, interactive workshops, consulting, facilitation services and online learning. Partnering with campuses and higher education organizations across the country, CAMPUSPEAK offers programming to educate and inspire.



FRATERNAL LAW PARTNERS

Fraternal Law Partners is a law practice dedicated to the issues impacting fraternities, sororities, student life organizations, and their related charitable foundations, and sponsor of the National Greek Hazing Hotline (888) NOT-HAZE.



NATIONAL FEDERATION OF STATE HIGH SCHOOL ASSOCIATIONS (NFHS)

National service and administrative organization of high school athletics and fine arts programs in speech, debate, and music. NFHS sponsors NHPW and the High School Essay Contest.

NOVAK TALKS!

Consulting and advocacy for Campus Safety, Hazing Prevention, Student Risk Management and Student Organization Development. Kim Novak is Dean of our Novak Institute for Hazing Prevention.

RISE PARTNERSHIPS

RISE challenges students to step up, take action, and use their values to change the world. We provide training and tools to build leadership, boost involvement, and create a positive student experience.

SIGMA NU FRATERNITY

Sigma Nu partners with HazingPrevention.Org on the annual #40Answers Twitter campaign, held for the 40 days leading up to National Hazing Prevention Week.



2015 NATIONAL HAZING PREVENTION WEEK SPONSOR

National Federation of State High School Associations



NOVAK INSTITUTE FOR HAZING PREVENTION SPONSORS

Chi Omega Fraternity
Kappa Delta Sorority, Inc.
Pi Kappa Alpha
University of Memphis



2015 National Donors, Sponsors, & Campus Members

CROWN - \$10,000 +

Delta Gamma Fraternity



DELTA GAMMA
FRATERNITY

Pi Kappa Alpha



ΠΚΑ
PI KAPPA ALPHA

Picture Mosaics



Zeta Tau Alpha Fraternity



DIAMOND - \$7,500 +

Sigma Sigma Sigma



PLATINUM - \$5,000 +

Alpha Phi Alpha Fraternity, Inc.



ALPHA PHI ALPHA
FRATERNITY

Alpha Tau Omega Fraternity



Chi Psi Fraternity



Delta Delta Delta Fraternity



Kappa Alpha Theta Fraternity



Lambda Theta Phi Fraternity, Inc.



National Federation
of State High School
Associations



Phi Kappa Psi Fraternity



Scott Noble

Sigma Nu Fraternity, Inc.



SIGMA NU FRATERNITY
Excelling with Honor

GOLD - \$2,500 +

Alpha Delta Pi Sorority

Alpha Sigma Alpha Sorority

Janet P. Judge/Sports
Law Associates, LLC

Kappa Kappa Psi Fraternity

Lambda Chi Alpha Fraternity, Inc.

Sigma Alpha Epsilon Fraternity

Sigma Kappa Sorority

Team Sports
Conference & Expo

The National Collegiate
Athletic Association

Theta Chi Fraternity

SILVER - \$1,000 +

Alpha Chi Omega Fraternity, Inc.

Alpha Phi Fraternity

Chi Omega Fraternity

College of William and Mary

Cornell University

Elliot Hopkins

Eve Riley

Florida Gulf Coast University

Gamma Phi Beta Sorority, Inc.

Gregory Parks

Joe Gilman

Kappa Delta Sorority, Inc.

Kappa Kappa
Gamma Fraternity

Lenny Sancilio

Linda Knight

Lianne Kowiak

Marc Mores

Missouri State University

National Panhellenic
Conference

Norm Pollard

Novak Talks

Phi Delta Theta Fraternity

Phi Sigma Pi National
Honor Fraternity

Phi Sigma Sigma Fraternity

Scott Bova

Sean Callan

Sigma Delta Tau Society

SUNY Geneseo

Tau Kappa Epsilon Fraternity

The Delta Chi Fraternity, Inc.

The Fraternity of Phi
Gamma Delta

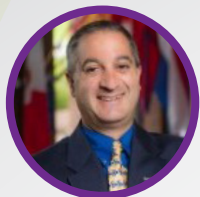
The Phi Kappa Tau Fraternity

The Sigma Alpha
Mu Foundation

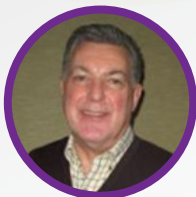
Triangle Education
Foundation

Zeta Psi Fraternity

2015 Board of Directors



President
Lenny Sancilio



Past President
Joe Gilman



Secretary
Linda Knight



Treasurer
Scott Bova



Director
Sean Callan



Director
Elliot Hopkins



Director
Janet Judge



Director
Marc Mores



Director
Gregory Parks

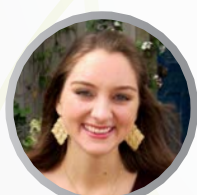


Director
Norm Pollard



Director
Eve Riley

2015 Collegiate Student Representative Board Member



HazingPrevention.Org™ is pleased to announce the selection of **Kendall Barger** as Collegiate Student Representative to the HPO 2015-16 Board of Directors. Kendall, a student at the University of Delaware, was approved by the Board from a group of college students who submitted applications to serve a one-year term as collegiate representative for the organization.

Kendall Barger is an active member of Delta Gamma at the University of Delaware, where she serves as the Vice President: Social Standards for the 2015 term.

2015 HPO Staff



Executive Director
Emily Pualwan

Program Coordinator

Allyson Williams

Vice President of Finance

Gene Ballard

Program Services Coordinator

Katie Oxford

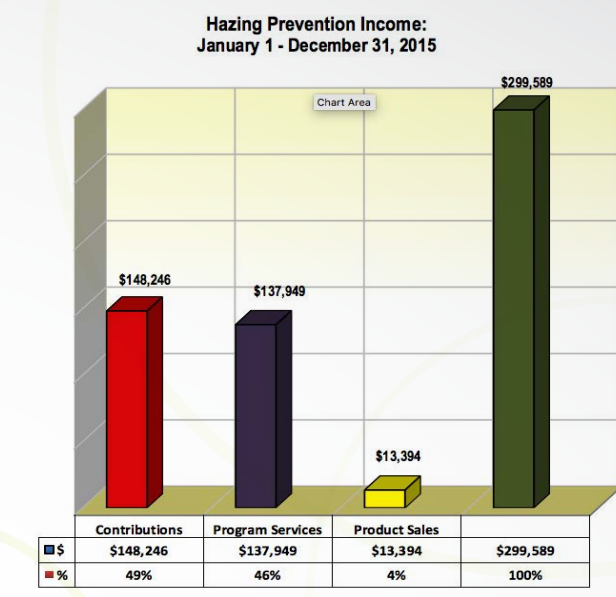
Financial Report

HAZINGPREVENTION.ORG FINANCIALS

JANUARY 1 - DECEMBER 31, 2015

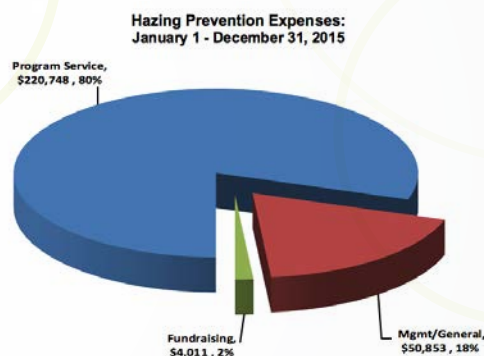
REVENUES & SUPPORT

Contributions	\$148,246
Program Services	\$ 137,949
Product Sales	\$ 13,394
Total Revenue & Support	\$299,589



TOTAL FUNCTIONAL EXPENSES

Program Service	\$220,748
Management/General	\$ 50,853
Fundraising	\$ 4,011
Total Functional Expenses	\$275,612





HazingPrevention.Org
P.O. Box 1189
LaGrange, GA 30241
P: 706-298-0292 | F: 706-883-8215

Join the Conversation!



HazingPrevention



@PreventHazing