

White Hazing as a Form of Discrimination

White hazing is a form of discrimination:

- Hazing is any activity that humiliates, abuses, or endangers someone as part of initiation into a group.
- Discrimination involves unfair treatment based on characteristics like race, ethnicity, gender, or religion.
- If “white hazing” targets someone because of their race (or excludes them in a racially biased way), it qualifies as racial discrimination.
- Even if hazing is not explicitly about race, if it creates a hostile environment or targets people because of perceived racial identity, it can fall under discrimination laws.

Legally and socially, white hazing may constitute racial discrimination, especially if it affects access, participation, or well-being based on race.

Education on racism must include all Americans in discussions.

I. Federal Hazing & Reporting Laws

- Stop Campus Hazing Act (2024)
 - Requires colleges to report hazing incidents in Clery Act reports.
 - Defines hazing and mandates prevention programs.
- 10 U.S.C. § 8464 (Military academies)
 - Prohibits hazing in U.S. military academies.

II. State Hazing Laws (Examples – varies by state)

- California – Matt’s Law: Hazing is illegal; serious hazing can be a felony.
- Florida § 1006.63: Hazing prohibited in postsecondary schools; criminal penalties apply.
- Oklahoma § 21-1190: Defines and criminalizes hazing.
- Georgia § 16-5-61: Criminalizes hazing that endangers health or safety.

III. Federal Anti-Discrimination Statutes

- Title VI, Civil Rights Act of 1964
 - Prohibits discrimination on race, color, or national origin in programs receiving federal funds (e.g., schools).
- Title VII, Civil Rights Act of 1964
 - Prohibits employment discrimination based on race, color, religion, sex, or national origin.

- Equal Educational Opportunities Act (EEOA, 1974)
 - Prohibits discrimination and denial of equal education based on race, color, gender, or national origin.

IV. Key Legal Principles

- Hazing itself is generally prohibited under state criminal law.
- Hazing with racial or other bias may also violate civil rights statutes (Title VI for schools, Title VII for employment).
- Institutions can be liable if they fail to prevent or address discriminatory hazing.

Examples of Race-Based Hazing Targeting White Individuals

- Forcing a white member of a group to participate in humiliating acts tied to their race.
- Singling out white students or employees for harsher treatment than others.
- Requiring a white person to publicly apologize for being white as a condition of participation.
- Subjecting white individuals to racial slurs.
- Creating tasks designed to demean someone because of racial identity.
- Excluding someone from activities while ridiculing them based on race.
- Conditioning acceptance on affirming statements that demean their racial identity.

When It Becomes Legally Relevant

- It creates a hostile environment (school or workplace).
- It affects access, participation, employment, or advancement.
- The institution knows about it and fails to act.
- It violates state anti-hazing laws.
- It violates federal civil rights laws if race-based.

Important Distinction

- General hazing = abusive conduct regardless of race.
- Race-based hazing = hazing motivated by race and potentially unlawful discrimination.

The abuse could also constitute *race based harassment*.

Title VII of the Civil Rights Act of 1964