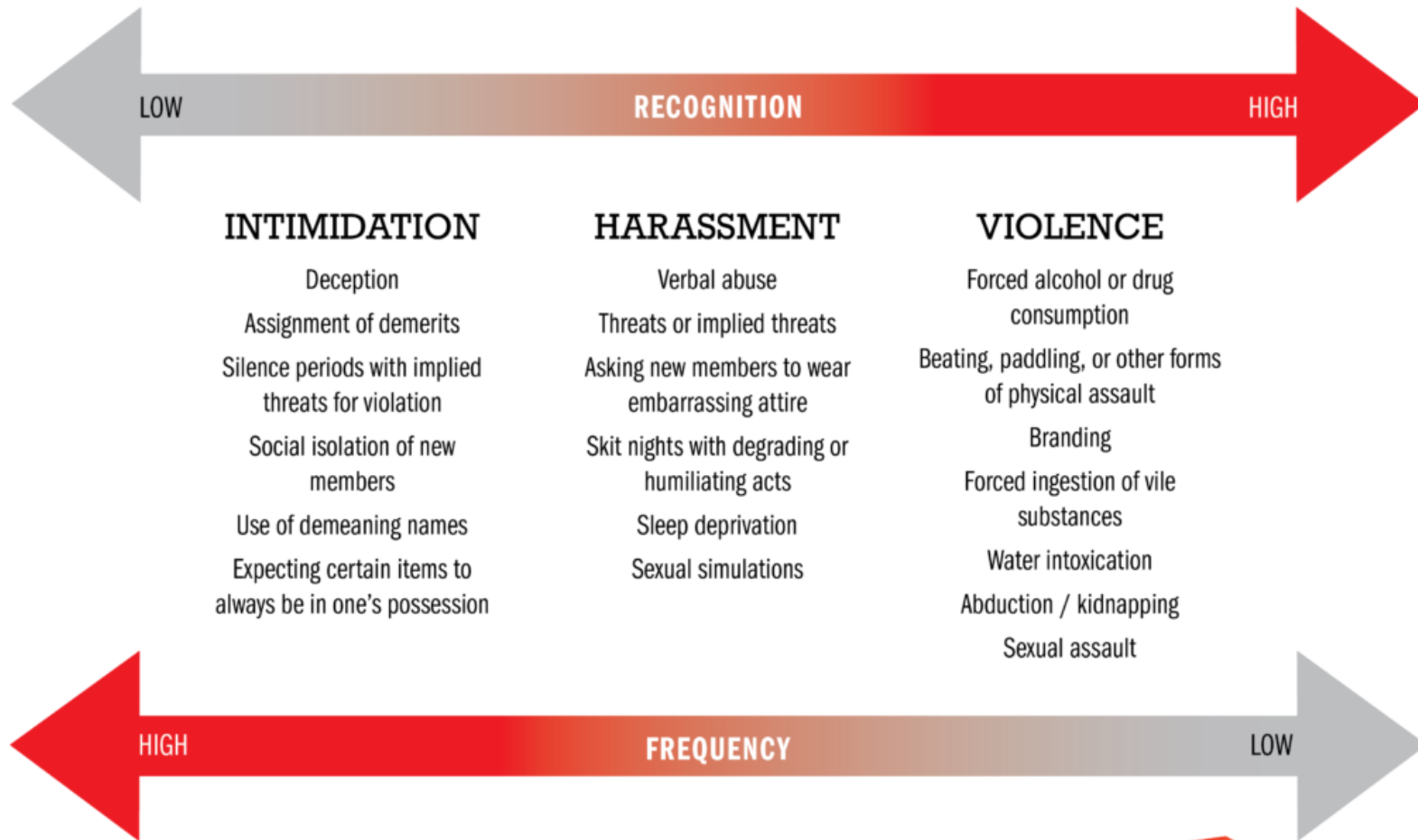


THE SPECTRUM OF HAZING™



ALLAN, 2005; ALLAN & KERSCHNER, 2020; ADAPTED FROM BRINGING IN THE BYSTANDER®

