High School Student Experiences & Expectations

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

**Organizational**
- Definitions of leadership
- Acceptance of violence norms
- Perceived weakness by individual

**Organizational Performance**
- 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

**Community**
- Status top tier
- Status/social capital with a focus on Social, Athletics, and/or competitiveness, philanthropy is a front for social
- Power dynamics between groups
- Alcohol and other drug misuse
- Behaviors/norms

**Crime, Bullying, Harassment**

**Expectancy Theory**

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