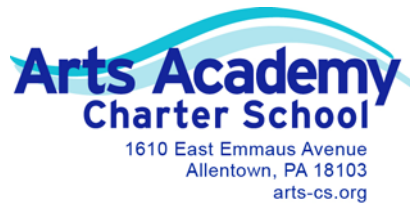


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Board Policy 2.8

Hazing

The purpose of this policy is to maintain a safe, positive environment for students and staff that is free from hazing. Hazing activities of any type are inconsistent with the educational goals of the school and are prohibited at all times.

Definitions:

Hazing is defined as any activity administered by a person intentionally, knowingly or recklessly for the purpose of initiating, admitting or affiliating a student with an organization, or for the purpose of continuing or enhancing membership status in an organization, which causes, coerces or forces a student to (1) violate federal or state criminal law, (2) consume any food, liquid, alcoholic liquid, drug or other substances which subjects the student to the risk of emotional or physical harm, (3) endure brutality of a physical, mental or sexual nature, or (4) endure any other activity that creates a reasonable likelihood of bodily injury to the student.

Aggravated hazing is defined as an activity committed by a person that results in serious bodily injury or death to the student and (1) is done with reckless indifference to the health and safety of the student; or (2) causes, coerces or forces the consumption of an alcoholic liquid or drug by the student.

Organizational hazing occurs when an organization intentionally, knowingly or recklessly promotes or facilitates hazing.

Consent is no excuse/defense Any activity described above shall be deemed a violation of this policy regardless of whether the consent of the student was sought or obtained or whether the conduct was sanctioned by the school or organization.

Student activity or organization means any activity, society, corps, team, club or service, social or similar group, operating under the sanction of or recognized as an organization by the school, whose members are primarily students.

Prohibited:

The Board prohibits hazing in connection with any student activity or organization regardless of whether the conduct occurs on or off school property or outside of school hours.

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No student, parent/guardian, coach, sponsor, volunteer or school employee shall engage in, condone or ignore any form of hazing.

The School shall annually inform students, parents, coaches, sponsors, volunteers, and school staff that hazing of district students is prohibited, by means of publication in handbooks.

Guidelines:

Step 1 – Reporting

A student or third party who believes they have been subject to conduct that constitutes a violation of this policy is encouraged to immediately report the incident to the Dean of Students or a school employee.

A school employee who suspects or is notified that a student has been subject to conduct that constitutes a violation of this policy shall immediately report the incident to the Dean of Students.

If the Dean of Students is the subject of the complaint, the student, third party or employee shall report the incident directly to the Principal.

The complainant or reporting employee is encouraged to use the report form available from the Dean of Students, but oral complaints are acceptable.

Interim Measures

Upon receipt of a complaint of hazing, the Dean of Students or designee, in consultation with others, including professionals as appropriate, shall determine what, if any interim measures shall be put in place to protect the student(s) from further hazing. Such interim measures may include the suspension of an adult who is involved, a “no contact” directive to both the complainant and the respondent to keep them separated, and any other supportive measures as the Dean of Students and any other professional involved determine are needed and/or appropriate.

Step 2 – Investigation

Upon receiving a complaint of hazing. The Dean of Students shall perform an investigation into the alleged hazing conduct. The investigation should consist of individual interviews with the complainant, the respondent(s) (person(s) who allegedly committed hazing), and others with knowledge relative to the incident. The investigator may also evaluate any other information and materials relevant to the investigation.

The obligation to conduct this investigation shall not be negated by the fact that a criminal investigation of the same conduct or incident is pending or has been reported to the police.

tudents, administrators, coaches, sponsors, volunteers, and school employees shall be alert to incidents of hazing and shall report such conduct to the Principal.

The school shall annually inform students, parents, coaches, sponsors, volunteers, and school staff that hazing of district students is prohibited, by means of publication in handbooks and instruction during in-service meetings of faculty and staff.

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Step 4 – School Action

If the investigation results in a finding that the complaint is factual and constitutes a violation of this policy, the school shall take prompt, corrective action to ensure that such conduct ceases and will not recur. School staff shall document the corrective action taken and, where not prohibited by law, inform the complainant.

Disciplinary actions shall be consistent with the Code of Student Conduct, Board policies and school procedures, applicable collective bargaining agreements, and state and federal laws, and may include educational activities and/or counseling services.

If it is concluded that a student has knowingly made a false complaint under this policy, such student shall be subject to disciplinary action.

Appeal Procedure

1. If the complainant is not satisfied with a finding of no violation of the policy or with the recommended corrective action, s/he may submit a written appeal to the Principal within fifteen (15) days.
2. The Principal shall review the investigation and the investigative report and may also conduct a reasonable investigation.
3. The Principal shall prepare a written response to the appeal within fifteen (15) days. Copies of the response shall be provided to the complainant, the accused and the Dean of Students who conducted the initial investigation.
4. The Principal may confirm, refuse or modify any finding or corrective action as part of the appeal procedure.