

Book	Policy Manual
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Purpose

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

For purposes of this policy hazing is defined as any action or situation which recklessly or intentionally endangers the mental or physical health or safety of a person or which willfully destroys or removes public or private property for the purpose of initiation or admission into or affiliation with, or as a condition of continued membership in, any organization. The term shall include, but not be limited to:[\[1\]](#)

- 1. Any brutality of a physical nature, such as whipping, beating, branding;**
- 2. Forced calisthenics;**
- 3. Exposure to the elements;**
- 4. Forced consumption of any food, liquor, drug or other substance;**

5. **Any other forced physical activity which could adversely affect the physical health and safety of the individual, and shall include any activity which would subject the individual to extreme mental stress, such as sleep deprivation, forced exclusion from social contact, forced conduct which is intended to or could result in humiliation, extreme embarrassment, or any other forced activity which could adversely affect the mental health or dignity of the individual; or**
6. **Any willful destruction or removal of public or private property.**

For purposes of this policy, any activity, as described above, upon which the initiation or admission into or affiliation with or continued membership in an organization is directly or indirectly conditioned shall be presumed to be "forced" activity, the willingness of an individual to participate in such activity notwithstanding.[\[1\]](#)

For purposes of this policy, student activity or organization is defined as any organization, team, club, society, or group operating under the sanction of or recognized as an organization by the school.

Authority

The Joint Operating Committee 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.[\[2\]](#)[\[3\]](#)[\[4\]](#)

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

The Joint Operating Committee encourages students who have been subjected to hazing to promptly report such incidents to the building administrator.

Delegation of Responsibility

Students, parents/guardians, coaches, sponsors, volunteers, and school employees shall be alert to incidents of hazing and shall report such conduct to the building administrator.

School administrators shall investigate promptly all complaints of hazing and administer appropriate discipline to any individual or student activity or organization found to be in violation of this policy.

Guidelines

In addition to posting this policy on the school's website, the school shall annually inform students, parents/guardians, sponsors, volunteers and school employees that hazing is prohibited, by means of distribution of written policy, publication in handbooks, presentation at an assembly or verbal instructions by the coach or sponsor at the start of the season or program.[\[2\]](#)

This policy, along with other applicable Joint Operating Committee policies, procedures and Codes of Conduct, shall be provided to all athletic coaches and all sponsors and volunteers affiliated with a student activity or organization annually, prior to coaching an athletic activity or serving as a responsible adult supervising,

advising, assisting or otherwise participating in a student activity or organization.[2]
[4]

Complaint Procedure

When a student believes that s/he has been subject to hazing, the student shall promptly report the incident, orally or in writing, to the building administrator.

The building administrator shall conduct a timely, impartial, thorough, and comprehensive investigation of the alleged hazing.

The building administrator shall prepare a written report summarizing the investigation and recommending disposition of the complaint.

The school shall document the corrective action taken.

Consequences for Violations

IMPORTANT NOTE: There is language preceded by brackets under the Guidelines section regarding fees--the Committee should determine whether it will authorize fees, and the amount of those fees, to be charged for violation of the hazing policy. Fees may be charged at the administrative and/or Committee level--**please select which option(s) the Committee would like to include in the policy by placing an X in the brackets.**

If the investigation results in a substantiated finding of hazing, the building administrator shall recommend appropriate disciplinary action up to and including expulsion, as circumstances warrant, in accordance with the Code of Student Conduct. Additionally, the student may be subject to disciplinary action by the coach or sponsor, up to and including removal from the activity.[2][4][5][6]

Building administrators shall take such disciplinary action for violations of this policy as is appropriate and within their authority, as set forth in policy and the Code of Student Conduct. In addition to other authorized discipline, building administrators shall have the authority, after providing the student or students an informal hearing, to impose a fine of up to [2][5]

{X} Fifty dollars (\$50)

{ } _____ dollars (\$____)

on each student determined to have engaged in hazing in violation of this policy.

When recommended disciplinary action results in a formal hearing before the Joint Operating Committee, in addition to other authorized disciplinary consequences, the Joint Operating Committee may also impose a fine of up to [6]

{ } One hundred fifty dollars (\$150)

{X} One Hundred dollars (\$100)

on each student determined to have engaged in hazing in violation of this policy.

When fines have not been paid, the Director shall have the authority to direct that student diplomas and/or transcripts be withheld until payment in full is made or a payment plan is agreed upon. In cases of economic hardship, the Director shall

consider whether diplomas and/or transcripts should be released despite an unpaid fine.[\[2\]](#)

If the investigation results in a substantiated finding that a coach, sponsor, or volunteer affiliated with the student activity or organization engaged in, condoned or ignored any violation of this policy, s/he shall be disciplined in accordance with Joint Operating Committee policy and applicable laws and regulations. Discipline could include, but is not limited to, dismissal from the position as coach, sponsor, or volunteer, and/or dismissal from school employment.[\[7\]](#)

If a student activity or organization authorizes hazing in blatant disregard of this policy or other applicable school rules, penalties may also include rescission of permission for that organization to operate on school property or to otherwise operate under the sanction or recognition of the school.[\[2\]](#)

Any person who causes or participates in hazing may also be subject to criminal prosecution.[\[8\]](#)

Last Modified by Terri Birchard on July 19, 2018