

10960 HAZING**Definitions**

For purposes of this policy, the term “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 terms shall include, but not be limited to:

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.

For purposes of this policy, the term “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 District.

Hazing Prohibition

In an effort to maintain a safe, positive environment for students and staff that is free from hazing and consistent with the educational goals of the District, 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. No student, coach, District employee, or District volunteer shall engage in any form of hazing.

The Board encourages students who have been subjected to hazing, or who have witnessed hazing, to promptly report such incidents to the building principal. A coach,

District employee, or District volunteer shall not condone or ignore hazing and shall immediately (within 24 hours) report any hazing that he/she has either witnessed, or has knowledge of, to the building principal.

Complaint Procedure

When a building principal receives a report of hazing, the principal shall conduct a timely investigation of the alleged hazing. The principal shall prepare a written report summarizing the investigation, recommending disposition of the complaint, and documenting any corrective action taken.

Consequences for Violations

If the investigation results in a substantiated finding of hazing by a student, the building principal shall recommend appropriate disciplinary action up to and including expulsion, as circumstances warrant, in accordance with policy 10510 (The Student Discipline Code). Additionally, the student may be subject to temporary or permanent removal from the activity and/or criminal prosecution in the event that law enforcement notification is either mandated by law or provided at the District's discretion.

If the investigation results in a substantiated finding that a coach, District employee, or District volunteer engaged in, condoned or ignored any form of hazing, he/she may, depending on the nature of the infraction, be disciplined in accordance with Board policy and applicable laws and regulations. Such discipline may include, but is not limited to, suspension, termination, and/or criminal prosecution.

If a student activity or organization authorizes hazing in blatant disregard of this policy or other applicable District 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 District.

Notification

The District shall post this policy on the District's website. The District may also annually inform students, parents/guardians, coaches, District employees, and District volunteers that hazing is prohibited, through means that may include any of the following:

- Distribution of this policy
- Publication in pertinent handbooks
- Presentation at an assembly
- Verbal instructions by the coach or individual in charge of the program at the start of the season or program
- Posting of notice/signs.

1 A copy of this policy, which contains the rules, penalties, and program of enforcement
2 shall be provided to all athletic coaches (regardless of whether the coach is an employee
3 or volunteer) annually, prior to coaching an athletic activity. A copy of this policy may,
4 at the discretion of the Superintendent, also be provided to those individuals that are in
5 charge of any non-athletic activity (e.g. an organization, team, club, society, or group
6 operating under the sanction of or recognized as an organization by the District).
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8 Adoption Date - _____, 2016

9 Revision Date -

10 Review Date -

11 Legal Reference - 24 P.S. §5351

12 24 P.S. §5-511

13 Cross Reference - Policy 10510