

SHALER AREA SCHOOL DISTRICT

No: 247

SECTION: PUPILS

TITLE: HAZING

ADOPTED: JULY 17, 2000

REVISED: JULY 12, 2004; FEBRUARY 16, 2011

247. 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 District and are prohibited at all times.

1. Purpose

For purposes of this policy, hazing is defined as any activity that recklessly or intentionally endangers the mental health, physical health, or safety of a student or causes willful destruction or removal of public or private property for the purpose of initiation or membership in or affiliation with any organization recognized by the Board.

2. Definitions

Endanger the physical health shall include but not be limited to any brutality of a physical nature, such as whipping; beating; branding; forced calisthenics; exposure to the elements; forced consumption of any food, alcoholic beverage, drug, or controlled substance; or other forced physical activity that could adversely affect the physical health or safety of the individual.

Endanger the mental health shall include any activity that would subject an individual to extreme mental stress, such as prolonged sleep deprivation, forced prolonged exclusion from social contact, forced conduct, forced conduct which could result in extreme embarrassment, or any other forced activity which could adversely affect the mental health or dignity of the individual.

Any hazing activity, whether by an individual or a group, shall be presumed to be a forced activity, even if a student willingly participates.

3. Authority

SC 510

Pol. 122, 123

The Board does not condone any form of initiation or harassment, known as hazing, as part of any school-sponsored student activity. No student, coach, sponsor, volunteer, or district employee shall plan, direct, encourage, assist or engage in any hazing activity.

The Board directs that no administrator, coach, sponsor, volunteer or district employee shall permit, condone, or tolerate any form of hazing.

The Board encourages students who have been subjected to hazing to promptly report such incidents to the building principal.

<p>4. Delegation of Responsibility</p>	<p>District administrators shall investigate promptly all complaints of hazing and administer appropriate discipline to any individual who violates this policy.</p> <p>Students, administrators, coaches, sponsors, volunteers, and district employees shall be alert to incidents of hazing and shall report such conduct to the building principal.</p>
<p>5. Guidelines</p>	<p>The District shall annually inform students, parents, coaches, sponsors, volunteers, and District staff that hazing of District students is prohibited by means of:</p> <ul style="list-style-type: none"> • distribution of written policy. • publication in handbooks. • verbal instructions by the coach or sponsor at the start of the season or program. • posting of notice/signs. • review of policy at employee staff meetings. <p><u>Complaint Procedure</u></p> <ol style="list-style-type: none"> 1. When a student believes that he/she has been subject to hazing, the student shall promptly report the incident, orally or in writing, to the building principal. 2. The administration shall conduct a timely, impartial, thorough, and comprehensive investigation of the alleged hazing. 3. The administration shall prepare a written report summarizing the investigation and recommending disposition of the complaint. The complainant and the accused shall be informed of the outcome of the investigation, including the recommended disposition of the complaint. 4. If the administration concludes, following the investigation, that the allegations have merit, action will be taken to remediate the situation. As the circumstances warrant, the appropriate disciplinary action(s) may follow for students and/or employees responsible for the hazing. The District will follow up with the victims of the hazing to prevent a reoccurrence of the improper conduct and/or hazing. If the administration determines that there is any repeat of the hazing or retaliation against the victim, additional disciplinary action will be taken to protect the victims and to ensure that the hazing is stopped. 5. If the investigation results in a substantiated finding of hazing, the principal shall recommend appropriate disciplinary action, as circumstances warrant, in accordance with the Student Code of Conduct. Additionally, the student may be subject to disciplinary action by the coach or sponsor, up to and including removal from the activity.

6. If the investigation results in a substantiated finding that a coach or sponsor affiliated with the activity planned, directed, encouraged, assisted, condoned, or ignored any form of hazing, he/she will be disciplined appropriately. Discipline could include dismissal from the position as coach or sponsor.

The district shall document the corrective action taken and, where not prohibited by law, inform the complainant.

References:

School Code - 24 P.S. Sec. 510, 511

Board Policy - 122, 123

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