

Students

Hazing

I. Purpose

It is the policy of this school district that no student shall participate in or be members of any secret fraternity, sorority or secret organization that is in any degree related to the school or to a school activity. No student organization or any person associated with any organization sanctioned or authorized by the Board of Education shall engage or participate in hazing.

Hazing is defined as an activity which recklessly or intentionally endangers the mental health or physical health of a student for the purpose of initiation or admission into or affiliation with any organization sanctioned or authorized by the Board of Education.

Furthermore hazing, harassment, intimidation or any act that injures, degrades, or disgraces a student or staff member will not be tolerated. Any student who engages in such behavior is subject to disciplinary action including suspension, expulsion and/or referral to law enforcement officials.

II. General Statement of Policy

- A. No student, teacher, administrator, volunteer, contractor, coach or other employee of the school district shall plan, direct, encourage, aid, or engage in hazing.
- B. No teacher, administrator, volunteer, contractor, coach or other employee of the school district shall permit, condone, or tolerate hazing.
- C. Apparent or coerced permission or consent by a person being hazed does not lessen the sanctions contained in this policy.
- D. Hazing activities are seriously disruptive of the educational process because they promote violence or threats of violence against students. This policy applies to behavior occurring on or off school property and during and/or after-school hours.
- E. A person who engages in an act violating school policy or law in order to initiate another person or to be initiated into or affiliated with a student organization shall be subject to discipline for that act.
- F. The school district will act promptly and thoroughly to investigate all complaints of hazing and will discipline or take appropriate action against any student, teacher, administrator, volunteer, contractor, or other employee of the school district who is found to have violated this policy.

Students**Hazing** (continued)**III. Definitions**

- A. “Hazing” means committing an act against a student, or coercing a student into committing an act, that creates a risk of harm to a person, in order for the student to be initiated into or affiliated with a student organization, or for any other purpose. The term hazing includes, but is not limited to:
1. Any type of physical brutality such as whipping, beating, striking, spanking, paddling, branding, electric shocking, or placing a harmful substance on the body.
 2. Any type of physical activity such as sleep deprivation, exposure to weather, confinement in a restricted area, calisthenics, or other activity subjecting the student to a risk of harm or adversely affecting the mental or physical health or safety of the student.
 3. Any activity involving the consumption of any alcoholic beverage, drug, tobacco product or any other food, liquid, or substance subjecting the student to an unreasonable risk of harm or adversely affecting the mental or physical health or safety of the student.
 4. Any activity which intimidates or threatens the student with ostracism, subjects a student to stress, embarrassment, shame or humiliation, or adversely affects the mental health and dignity of the student or discourages the student from remaining in school.
 5. Any activity causing or requiring the student to perform a task requiring violation of state or federal law or of school district policies or regulations.

IV. Reporting Procedures

- A. Any person who believes he or she has been the victim of hazing, or any person with knowledge or belief of conduct which may constitute hazing, shall report the alleged acts immediately to an appropriate school district official designated by this policy.
- B. The building Principal is the person responsible for receiving reports of hazing at the building level. Any person may report hazing directly to the Assistant Superintendent or to the Superintendent.
- C. Teachers, administrators, volunteers, contractors, coaches and other employees of the school district shall be particularly alert to possible situations, circumstances or events which might include hazing. Any such person who receives a report of, observes, or has other knowledge or belief of conduct which may constitute hazing shall inform the building Principal or designee immediately.

Students

Hazing (continued)

IV. Reporting Procedures (continued)

- D. Submission of a good faith complaint or report of hazing will not affect the complainant's or reporter's future employment, grades or work assignments.

V. School District Action

- A. Upon receipt of a complaint or report of hazing, the school district shall undertake or authorize an investigation by school district officials or a third party designated by the school district, including but not limited to, notifying law enforcement officials.
- B. The school district may take immediate steps, at its discretion, to protect the complainant, reporter, student, or others pending completion of an investigation of hazing.
- C. Upon completion of the investigation, the school district will take appropriate action. Such action may include, but is not limited to, warning, suspension, exclusion, expulsion, remediation, termination, or discharge. Disciplinary consequences will be sufficiently severe to deter violations and to appropriately discipline prohibited behavior. School district action for violation of this policy will be consistent with the requirements of applicable collective bargaining agreements, applicable statutory authority, including existing school district policies and regulations.

VI. Reprisal

The school district will discipline or take appropriate action against any student, teacher administrator, volunteer, contractor, coach or other employee of the school district who retaliates against any person who makes a good faith report of alleged hazing or against any person who testifies, assists, or participates in an investigation, or against any person who testifies, assists, or participates in a proceeding or hearing relating to such hazing. Retaliation includes, but is not limited to, any form of intimidation, reprisal, or harassment.

VII. Dissemination of Policy

This policy shall appear in each school's parent and/or student handbook, in each athlete's handbook and in each school's staff handbook. In addition, each student participating in an extra curricular event will sign a statement attesting to his/her receipt and understanding of the policy.

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HAMDEN PUBLIC SCHOOLS
Hamden, Connecticut