



"To Build Knowledge and Skills for Success Today and Tomorrow"

File: JFCF

HAZING

It is the goal of the Meade School District to maintain a safe learning environment for students and staff that is free from hazing. Hazing activities of any type are inconsistent with the educational process and are prohibited at all times.

No student, administrator, teacher, volunteer, contractor, or other employee of the School District shall plan, direct, encourage, aid, or engage in hazing. No student, administrator, teacher, volunteer, contractor, or other employee of the District shall permit, condone, or tolerate hazing.

Apparent permission or consent by a person being hazed does not lessen the prohibitions contained in this policy.

This policy applies to behavior that occurs on or off school property.

A person who engages in an act that violates school policy or law in order to be initiated into or affiliated with a student organization (see definition below) shall be subject to discipline for that act.

The District will act to investigate all complaints (formal or informal, verbal or written) of hazing and will discipline or take appropriate action against any student or other school staff who is found to have violated this policy.

REGULATIONS: HAZING

I. Definitions

A. Hazing means committing an act against a student or coercing a student into committing an act that creates a risk of harm, in order for the student to be initiated into or affiliated with a student organization (see Section B below). The term hazing includes, but is not limited to

1. Any type of physical brutality such as whipping, beating, striking, branding, electronic 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 activities that subject the student to a risk of harm or that adversely affect the mental or physical health or safety of the student.
3. Any activity involving the consumption of alcoholic beverages, drugs, tobacco products, or any other food, liquid, or substance that subjects the student to a risk of harm or that adversely affects the mental or physical health or safety of the student.
4. Any activity that intimidates or threatens the student with ostracism, that subjects a student to undue mental stress, embarrassment, shame, or humiliation that adversely affects the mental health or dignity of the student or discourages the student from remaining in school.
5. Any activity that causes or requires the student to perform a task that involves violation of city ordinance, state or federal law, or School District policies or regulations.

B. Student organization may refer to a school, a group, a club, or an organization having students as the primary members or participants. It may also refer to grade levels, classes, teams, activities, or particular school events.

II. Reporting Procedures

A. Any person who believes he or she has been a victim of hazing or any person with knowledge or belief of conduct that may constitute hazing shall report the alleged acts immediately to the administrator. Any person may also report hazing directly to the Superintendent.

B. Teachers, administrators, volunteers, contractors, and other employees of the District shall be particularly alert to possible situations, circumstances, or events that might include hazing. Any such person who receives a report of, observes, or has other knowledge or belief of conduct that may constitute hazing shall inform the building principal immediately.

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

III. School District Action

A. Upon receipt of a complaint or report of hazing, the District shall undertake or authorize an investigation by District officials or a third party designated by the District.

B. The District may take immediate steps to protect the complainant, reporter, students, or others pending completion of an investigation of hazing.

C. Upon completion of the investigation, the District will take appropriate action against any student or other school staff who is found to have violated this policy. District action taken for violation of the policy will be consistent with the requirements of the District student discipline policy.

IV. Reprisal

The District will discipline or take appropriate action against any student, teacher, administrator, volunteer, contractor, or other employee of the 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.

Adopted March 13, 2012