

## HAZING PROHIBITION

### Purpose

The purpose of this policy is to maintain a safe learning environment that is free from hazing for students and staff. Hazing activities of any type are inconsistent with the educational goals of the school district and are prohibited at all times.

Any student who engages in hazing is subject to discipline up to and including expulsion and/or referral to law enforcement officials. Any board employee who permits hazing is subject to discipline, up to and including termination of employment and/or referral to law enforcement officials.

### General Statement of Policy

- A. No student, teacher, administrator, volunteer, contractor, or other employee or agent of the school district (here and after collectively referred to as “staff”) shall plan, direct, encourage, aid, or engage in hazing.
- B. No staff member of the school district shall permit, condone, or tolerate hazing.
- C. Implied or expressed consent by a person being hazed does not lessen the prohibitions contained in this policy, and will not be considered as a defense or mitigation of any alleged violation of this policy.
- D. A person who engages in an act that violates 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.
- E. The school district will investigate complaints of hazing and take appropriate action including but not limited to discipline against any student or staff member of the district who is found to have violated this policy.
- F. Hazing activities are seriously disruptive of the education process. This policy applies to behavior that occurs on or off school property and during, before or after school hours.

### Definitions

- A. “Hazing” means committing an act that creates a substantial risk of harm to a person or property for the purpose of initiation or admission into, affiliation with or continued membership or affiliation with a student organization, or for any other purpose. The term “hazing” includes, but is not limited to:
  - 1. Any type of physical brutality including but not limited to whipping, beating, striking, branding, electronic shocking, or requiring an ingestion or placing a harmful substance in or on the body.

Reprisal

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

Adopted 8/8/00