

## HAZING

The Regional School District No.7 Board of Education enacts this policy to maintain a safe learning environment for students that is free from hazing. This district shall not tolerate hazing of students and prohibits hazing at all times.

1. **Definition.** Hazing means any conduct or method of initiation into any student organization or team, whether on public or on private property, on or off school grounds, which willfully or recklessly endangers the physical or mental health of any student or another person. Such conduct includes whipping, beating; branding; forced calisthenics; forced consumption of any food, liquor, beverage, drug, or other substance; or any brutal treatment or forced physical activity that is likely to adversely affect the physical health or safety of any student or other person, or that subjects such student or other person to extreme mental stress, or humiliation including deprivation of sleep or rest or extended isolation.
2. **Staff's responsibilities.** Teachers, administrators, volunteers, contractors, and other district employees shall be alert to possible situations, circumstances, or events that may constitute 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 school principal immediately. Teachers, coaches, administrators, volunteers, contractors, and other district employees shall not plan, direct, encourage, aid in, engage in, permit, condone, or tolerate hazing.
3. **When and where school policy applies.** This policy applies to behavior that occurs on or off school property and during and after school hours.
4. **Discipline.** The school district will discipline or take appropriate action against any student, teacher, administrator, volunteer, contractor, or other district employee who is found to have violated this policy by engaging in, promoting, or failing to report incidents of hazing. Discipline may include, but is not limited to, warning, suspension, exclusion, expulsion, transfer, remediation, termination, or discharge.

Administrative Regulations to Policy #5131.91  
Hazing

1. **Formal reporting procedure.** Any person who believes he or she has been the victim of hazing or any person with knowledge of conduct that may constitute hazing shall report the alleged acts immediately to the school principal.
2. **Informal reporting.** Students and staff may seek advice on matters related to the hazing policy without having to file a formal complaint. Students who feel they have been subjected to hazing should talk with a principal, teacher, coach, or advisor. Staff members approached by students shall counsel them on options available to them under this policy. Staff members who have concerns about possible hazing behavior are encouraged to talk with a principal, teacher, coach or advisor. The district intends to use this informal reporting procedure to try to stop hazing, not to determine intent or blame.
3. **School district investigation.** Upon receipt of a formal 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. The investigation will be completed as soon as practicable and a report will be filed with the superintendent within fifteen (15) school days of completion of the investigation.
4. **Discipline.** The school district will discipline or take appropriate action against any student, teacher, administrator, volunteer, contractor, or other district employee who is found to have violated this policy by engaging in, promoting, or failing to report incidents of hazing. Discipline may include, but is not limited to, warning, suspension, exclusion, expulsion, transfer, remediation, termination, or discharge.