



## **Anti-Hazing Policy**

Ancillae Assumpta Academy strictly prohibits hazing of any kind. The Commonwealth of Pennsylvania defines “Hazing” as:

any action or situation which recklessly or intentionally endangers the mental or physical health or safety of a person or which willfully destroys or removes public or private property for the purpose of initiation or admission into or affiliation with, or as a condition for continued membership in, any organization. The term 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, liquor, drug or other substance, or any other forced physical activity which could adversely affect the physical health and safety of the individual, and shall include any activity which would subject the individual to extreme mental stress, such as sleep deprivation, forced exclusion from social contact, 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, or any willful destruction or removal of public or private property. For purposes of this definition, any activity as described in this definition upon which the initiation or admission into or affiliation with or continued membership in an organization is directly or indirectly conditioned shall be presumed to be ‘forced’ activity, the willingness of an individual to participate in such activity notwithstanding.

This Policy applies to all Academy students, faculty, staff and recognized organizations affiliated with the Academy. The Policy prohibits hazing activities both on campus and off campus, including those taking place on privately owned facilities and/or property. Where one or more members of a recognized organization affiliated with the Academy knew or should have known about a hazing activity and failed to make every reasonable attempt to prevent or stop it, the recognized organization will be held responsible for violating this Policy. Recognized organizations affiliated with the Academy are responsible for the conduct and decisions of any individual or group affiliated with that organization (for example, a new member, member, auxiliary, or alumnus), unless it is proven that the activity complained of occurred without the knowledge or consent of the recognized organization.

### *Reporting Hazing*

Anyone who witnesses or suspects that hazing has occurred shall immediately report what was witnessed, or the basis for the suspicion that hazing has taken place, to the Director. If the hazing has occurred in connection with a school club, organization or sport, then the incident shall also be reported to the person or coach responsible for the club, organization or sport.

The Director shall investigate reported or suspected incidents of hazing and take appropriate responsive action. Such investigations will be conducted promptly, impartially and confidentially.



# ANCILLAE ASSUMPTA ACADEMY

In the event the Director determines that this Policy has been violated, the Director shall have discretion to impose any discipline deemed appropriate for an incident of hazing against both the individual who engaged in the conduct and the school organization of which they were a member. The discipline and penalties include, but are not limited to, withholding diplomas or transcripts, imposing fines, restitution, probation, suspension, dismissal or expulsion. In the case of school organizations, penalties may include withdrawal of permission for the club or organization to continue to operate on campus or other school property or to otherwise operate under the recognition or sanction of the Academy. Imposition of discipline by the Academy does not preclude any criminal penalty which may be imposed for violation of criminal laws and the school will fully cooperate and share information with law enforcement as part of any investigation. Any employee found to have violated the Anti-Hazing Policy will be subject to disciplinary action, up to and including discharge.

## *Non-retaliation*

There will be no retaliation in any form against any employee or student who, in good faith, brings a complaint under this Policy. Any individual who believes he or she is being retaliated against should immediately bring the matter to the attention of the Director.

Effective: 07/01/2020

Revised: