

**Darien Public Schools
Darien, Connecticut**

POLICY

**Series 5200
Rights and Responsibilities**

Policy 5240

HAZING

I. **Purpose**

The purpose of this policy is 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 goals of the school district and are prohibited at all times. The Board of Education will not tolerate hazing in the Darien Public Schools and, through responsible management, will both endeavor to prevent it from occurring and address promptly, fairly and confidentially all reports of such conduct.

II. **Statement of Policy/Definition**

Hazing is defined as any form or type of physical, verbal, and/or emotional mistreatment, abuse, and/or harassment of a student in connection with a student's participation in or membership on an interscholastic athletic team or in any school-sponsored activities; and/or forcing, coercing or intimidating any student to participate in any illegal or inappropriate activities in connection with the student's participation or membership in the foregoing. Hazing is prohibited whether it occurs on or off school grounds and whether it occurs during, prior to, or after the season or school day. Hazing activities may include, but are not limited to the following: whipping; beating; branding; forced calisthenics; coerced consumption of any food, liquor, beverage, drug or other substance; or any coerced treatment or activity that is likely to adversely affect the physical health or emotional health and safety of any student, or that subjects such student to emotional distress, including extended isolation and any deprivation of sleep or rest.

III. **Responsibilities of Coaches/Advisors**

Compliance with this policy is a mandatory requirement of participation in interscholastic athletic activities and school-sponsored activities. Coaches/advisors are required, prior to the commencement of the season/activity, to meet with their team/club members and assistant coaches/advisors to explain the policy. They are responsible for ensuring player/member and assistant coach/advisor compliance with this policy.

In the event that coaches/advisors become aware of any violations of this policy, they must promptly notify the Director of Athletics, in the case of athletics, and the school principal, in the case of co-curricular activities.

Failure of coaches/advisors or their staff assistants to responsibly enforce compliance with this policy will result in disciplinary action up to and including termination.

IV. Training

The Director of Athletics will meet with all coaches prior to each season to review the hazing policy. All coaches will receive copies of the policy. The school principal will meet with all teachers at the beginning of each school year and at other times when appropriate to review the hazing policy. All teachers will receive a copy of the policy.

V. 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 the school principal and, in the case of athletics, additionally to the Director of Athletics.
- B. The building principal and the Director of Athletics will keep the Superintendent of Schools apprised of the status of hazing complaints and incidents brought to their attention.
- C. Submission of a good faith complaint or report of hazing will not affect the complainant or reporter's future employment, grades, or work assignments.

VI. School District Action

- A. Upon receipt of a complaint or report of hazing, the school district shall promptly undertake an investigation.
- B. Upon completion of the investigation, the school district will take appropriate action, if warranted, in accordance with Darien Public School Policies and Procedures, including but not limited to the Board's Student Discipline Policy.

VII. Retaliation

The school district will discipline or take appropriate action against any student, teacher, administrator, volunteer, contractor, or any employee of the school district who retaliates against any person who makes a good faith report of alleged hazing or against any person who assists or participates in an investigation of alleged hazing, 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.

APPROVED: August 22, 2000

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