

ROSEVILLE AREA SCHOOLS
Independent School District No. 623

Policy 544 - Hazing

1.0 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.

2.0 General Statement of Policy

2.1 No student, teacher, administrator, volunteer, contractor, or other employee of the school district shall plan, direct, encourage, aid or engage in hazing.

2.2 No teacher, administrator, volunteer, contractor, or other employee of the school district shall permit, condone or tolerate hazing.

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

2.4 This policy applies to behavior that occurs on or off school property and during and after school hours.

2.5 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 shall be subject to discipline for that act.

2.6 The school district will act to investigate all complaints of hazing and will discipline or take appropriate action against any student, teacher, administrator, volunteer, contractor, or other employee of the school district who is found to have violated this policy.

3.0 Definitions

3.1 "Hazing" means committing an act against a student, or coercing a student into committing an act, that creates a substantial risk of harm to a person, in order for the student to be initiated into or affiliated with a student organization, or for any other school-related purpose. The term hazing includes, but is not limited to:

3.1.1 Any type of physical brutality such as whipping, beating, striking, branding, electronic shocking, or placing a harmful substance on the body.

3.1.2 Any type of physical activity such as sleep deprivation, exposure to weather, confinement in a restricted area, calisthenics, or other activity that subjects the student to an unreasonable risk of harm or that adversely affects the mental or physical health or safety of the student.

Policy 544 - Hazing

- 3.1.3 Any activity involving the consumption of any alcoholic beverage, drug, tobacco product, or any other food, liquid, or substance that subjects the student to an unreasonable risk of harm or that adversely affects the mental or physical health or safety of the student.
- 3.1.4 Any activity that intimidates or threatens the student with ostracism, that subjects a student to extreme 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.
- 3.1.5 Any activity that causes or requires the student to perform a task that involves violation of state or federal law or of school district policies or regulations.
- 3.2 “Student organization” means a group, club or organization having students as its primary members or participants. It includes grade levels, classes, teams, activities, or particular school events. A student organization does not have to be an official school organization to come within the terms of this definition.

4.0 Reporting Procedures

- 4.1 Any person who believes they have been the target or victim of hazing or any person with knowledge or belief of conduct that may constitute hazing shall report the alleged acts immediately to an appropriate school district official designated by this policy.
- 4.2 The building principal, the principal’s designee, or the building supervisor is the person responsible for receiving reports of hazing at the building level, hereinafter referred to as the building report taker. Any person may report hazing directly to a school district human rights officer or to the superintendent.
- 4.3 A teacher, administrator, volunteer, contractor, and other school employees of the school 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 make reasonable efforts to address and stop the hazing and shall inform the building report takers immediately.
- 4.4 Submission of a good faith complaint or report of hazing will not affect the complainant or reporter’s future employment, grades, work assignments, or educational or work environment.
- 4.5 Reports of hazing are classified as private educational and/or personnel data and/or confidential investigative data and will not be disclosed except as permitted by law. The building report taker, in conjunction with the responsible authority, shall be responsible for keeping and regulating access to any report of hazing and the record of any resulting investigation.

Policy 544 - Hazing

4.6 The school district will respect the privacy of the complainant(s), the individual(s) against whom the complaint is filed, and the witnesses as much as possible, consistent with the school district's legal obligations to investigate, to take appropriate action, and to comply with any discovery or disclosure obligations.

5.0 School District Action

5.1 Upon receipt of a 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.

5.2 The school district may take immediate steps, at its discretion, to protect the complainant, reporter, students, or others pending completion of an investigation of alleged hazing prohibited by this policy.

5.3 Upon completion of an investigation that determines hazing has occurred, the school district will take appropriate action. Such action may include, but is not limited to, warning, suspension, exclusion, expulsion, transfer, remediation, termination, or discharge. Disciplinary consequences will be sufficient to deter violations and to appropriately discipline prohibited behavior. School district action taken for violation of this policy will be consistent with the requirements of applicable collective bargaining agreements, applicable statutory authority, including the Minnesota Pupil Fair Dismissal Act, and applicable school district policies and regulations.

6.0 Reprisal

6.1 The school district will discipline or take appropriate action against any student, teacher, administrator, volunteer, contractor, or other employee of the school 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, harassment, or intentional disparate treatment.

7.0 Dissemination of Policy

7.1 This policy shall appear in each school's student handbook and in each school's building and staff handbooks.

Adopted: 10/14/97
Reviewed: 10/27/15
Revised: 05/11/21