



Anti-Hazing Policy

Introduction. This Policy is designed to maintain a safe, positive environment hazing-free environment for students and staff. Hazing of any type is inconsistent with the educational goals of Propel and is prohibited at all times.

Propel does not condone any form of hazing as part of any school-sponsored student activity including activities that occur off school property. No student, coach, sponsor, volunteer or school employee shall plan, direct, encourage, assist or engage in any hazing activity. No administrator, coach, sponsor, volunteer or school employee shall permit, condone or tolerate any form of hazing. Any hazing activity, whether by an individual or a group, shall be presumed to be a forced activity, even if a student willingly participates.

This policy also prohibits (a) retaliation against anyone who in good faith reports hazing; and (b) intimidation of any witness or party who participates in an investigation.

Definitions. For purposes of this policy “hazing” is any activity that recklessly or intentionally endangers the mental health, physical health or safety of a person or causes willful destruction or removal of public or private property for the purpose of initiation or membership in or affiliation (or continued affiliation) with any organization.

“Endangers the mental health” shall include any activity that would subject an individual to extreme mental stress, such as prolonged sleep deprivation; forced prolonged 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.

“Endangers the physical health” shall include but not be limited to any brutality of a physical nature, such as whipping; beating; branding; forced calisthenics (beyond what is reasonable or safe for training purposes); exposure to the elements (beyond what is reasonable or safe for training purposes); forced consumption of any food, alcoholic beverage, drug, or controlled substance; or other forced physical activity that could adversely affect the physical health or safety of the individual.

Procedures. Students who have been hazed are encouraged to promptly report such hazing to their building principals. Students, administrators, coaches, sponsors, volunteers, and school employees shall be alert to incidents of hazing and shall report such conduct to their building principals. REPORTS OF HAZING INCIDENTS MUST BE MADE NO LATER THAN SIXTY (60) DAYS AFTER THE INCIDENT OCCURRED.

Building principals or their designees will investigate promptly all complaints of hazing and will administer appropriate discipline to any individual who violates this policy. The investigation will impartial, thorough, and shall be completed within three (3) school days after a report or complaint is made. Any reasonable delays (e.g., the unavailability of witnesses or parties due to illness) will be noted in the investigative file, and the investigation will be completed as soon as

possible following the delay. Confidentiality of all parties shall be maintained to the extent possible, consistent with Propel's legal and investigative obligations.

The building principal shall prepare within fifteen (15) calendar days a written report summarizing the investigation and recommending disposition of the complaint. The complainant and the accused shall be informed of the outcome of the investigation, including the recommended disposition of the complaint.

If the investigation results in a substantiated finding of hazing, the building principal shall recommend appropriate disciplinary action, as circumstances warrant, in accordance with the Code of Conduct. Additionally, the student found to have hazed another person may be subject to disciplinary action by the coach or sponsor, up to and including removal from the activity or other discipline consistent with Propel policies.

If the investigation results in a substantiated finding that a coach or sponsor affiliated with the activity planned, directed, encouraged, assisted, condoned or ignored any form of hazing, s/he will be disciplined appropriately. Discipline could include dismissal from the position as coach or sponsor. Propel employees may be disciplined in accord with the Employee Handbook, and such discipline may include termination. If the investigation results in a substantiated finding that the team or other organization authorized hazing, permission for the team or other organization to operate on Propel property or under the recognition of Propel will be revoked.

Propel shall document the corrective action taken and, where not prohibited by law, inform the complainant.

Penalties imposed by Propel will be in addition to any penalties imposed under Pennsylvania law or under any other rules to which the hazers or the organizations authorizing hazing are subject.

Propel shall annually inform students, parents/guardians, coaches, sponsors, volunteers and school staff by distribution of written policy, publication in handbooks, presentation at an assembly or oral instructions by the coach or sponsor at the start of the season or program that hazing of school students is prohibited.

Approved/Reaffirmed By	Date
Dr. Tina Chekan	August 21, 2023
Board of Trustees	August 21, 2023