



Book	Policy Manual
Section	200 Pupils
Title	Copy of Hazing
Number	247
Status	
Legal	<a href="#">1. 24 P.S. 510</a> <a href="#">2. 24 P.S. 511</a> 3. Pol. 122 4. Pol. 123
Adopted	July 18, 2013

## **Purpose**

The purpose of this policy is to maintain a safe, positive environment for students and staff that is free from hazing. Hazing activities of any type are inconsistent with the educational goals of the district and are prohibited at all times.

## **Definitions**

~~For purposes of this policy **hazing** is defined as any activity that recklessly or intentionally endangers the mental health, physical health or safety of a student or causes willful destruction or removal of public or private property for the purpose of initiation or membership in or affiliation with any organization recognized by the Board.~~

~~**Endanger the physical health** 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, alcoholic beverage, drug, or controlled substance; or other forced physical activity that could adversely affect the physical health or safety of the individual.~~

~~**Endanger 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.~~

~~Any hazing activity, whether by an individual or a group, shall be presumed to be a forced activity, even if a student willingly participates.~~

For purposes of this policy **hazing** is defined 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 of continued membership in, any organization. The term shall include, but not be limited to:[1]**

1. **Any brutality of a physical nature, such as whipping, beating, branding;**
2. **Forced calisthenics;**
3. **Exposure to the elements;**
4. **Forced consumption of any food, liquor, drug or other substance;**
5. **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 is intended to or could result in humiliation, extreme embarrassment, or any other forced activity which could adversely affect the mental health or dignity of the individual; or**
6. **Any willful destruction or removal of public or private property.**

**For purposes of this policy, any activity, as described above, 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.**<sup>[1]</sup>

**For purposes of this policy, student activity or organization is defined as any organization, team, club, society, or group operating under the sanction of or recognized as an organization by the district. These include all co-curricular activities, extracurricular activities, and student activity clubs/organizations as defined by Board Policy. (ref. Pol. 122)**

### **Authority**

~~The Board does not condone any form of initiation or harassment, known as hazing, as part of any school sponsored student activity. No student, coach, sponsor, volunteer or district employee shall plan, direct, encourage, assist or engage in any hazing activity.~~<sup>[1][2][3][4]</sup>

~~The Board directs that no administrator, coach, sponsor, volunteer or district employee shall permit, condone or tolerate any form of hazing.~~

~~The district will investigate all complaints of hazing and will administer appropriate discipline to any individual who violates this policy.~~

~~The Board encourages students who have been subjected to hazing to promptly report such incidents to the building principal.~~

**The Board prohibits hazing in connection with any student activity or organization regardless of whether the conduct occurs on or off school property or outside of school hours.**<sup>[2][3][4][5]</sup>

**No student, parent/guardian, coach, sponsor, volunteer or district employee shall engage in, condone or ignore any form of hazing.**

**The Board encourages students who have been subjected to hazing to promptly report such incidents to the building principal.**

### **Delegation of Responsibility**

~~District administrators shall investigate promptly all complaints of hazing and administer appropriate discipline to any individual who violates this policy.~~

~~Students, administrators, coaches, sponsors, volunteers, and district employees shall be alert to incidents of hazing and shall report such conduct to the building principal.~~

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

Students, **parents/guardians**, coaches, sponsors, volunteers, and district employees shall be alert to incidents of hazing and shall report such conduct to the building principal.

District administrators shall investigate promptly all complaints of hazing and administer appropriate discipline to any individual **or student activity or organization found to be in violation of** this policy.

### **Guidelines**

**In addition to posting this policy on the district's website**, the district shall annually inform students, parents/guardians, sponsors, volunteers and district employees that hazing is prohibited, by means of [\[3\]](#)

{ } publication in handbooks

{ } presentation at an assembly

{ } verbal instructions by the coach or sponsor at the start of the season or program

**This policy, along with other applicable district policies, procedures and Codes of Conduct, shall be provided to all school athletic coaches and all sponsors and volunteers affiliated with a student activity or organization annually, prior to coaching an athletic activity or serving as a responsible adult supervising, advising, assisting or otherwise participating in a student activity or organization.**[\[2\]](#)[\[3\]](#)

### **Complaint Procedure**

When a student believes that s/he has been subject to hazing, the student shall promptly report the incident, orally or in writing, to the building principal.

The principal shall conduct a timely, impartial, thorough, and comprehensive investigation of the alleged hazing.

The principal shall prepare 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 principal shall recommend appropriate disciplinary action, as circumstances warrant, in accordance with the Student Code of Conduct. Additionally, the student may be subject to disciplinary action by the coach or sponsor, up to and including removal from the activity.~~

~~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.~~

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

### **Consequences for Violations**

If the investigation results in a substantiated finding of hazing, the principal shall recommend appropriate disciplinary action **up to and including expulsion**, as circumstances warrant, in accordance with the Code of Student Conduct. Additionally, the student may be subject to disciplinary action by the coach or sponsor, up to and including removal from the activity.<sup>[2][3]</sup>  
<sup>[6][7]</sup>

**{ } Building principals shall take such disciplinary action for violations of this policy as is appropriate and within their authority, as set forth in policy and the Code of Student Conduct. In addition to other authorized discipline, building principals shall have the authority, after providing the student or students an informal hearing, to impose a fine of up to <sup>[3][6]</sup>**

**{ } Fifty dollars (\$50)**

**{ } \_\_\_\_\_ dollars (\$\_\_\_\_\_)**

**on each student determined to have engaged in hazing in violation of this policy.**

**{ } When recommended disciplinary action results in a formal hearing before the Board, in addition to other authorized disciplinary consequences, the Board may also impose a fine of up to <sup>[7]</sup>**

**{ } One hundred fifty dollars (\$150)**

**{ } \_\_\_\_\_ dollars (\$\_\_\_\_\_)**

**on each student determined to have engaged in hazing in violation of this policy.**

**{ } When fines have not been paid, the Superintendent shall have the authority to direct that student diplomas and/or transcripts be withheld until payment in full is made or a payment plan is agreed upon. In cases of economic hardship, the Superintendent shall consider whether diplomas and/or transcripts should be released despite an unpaid fine.<sup>[3]</sup>**

If the investigation results in a substantiated finding that a coach, sponsor, **or volunteer** affiliated with the **student activity or organization engaged in, condoned or ignored any violation of this policy**, s/he shall be disciplined **in accordance with Board policy and applicable laws and regulations**. Discipline could include, **but is not limited to**, dismissal from the position as coach, sponsor, **or volunteer**, and/or dismissal from **district employment**.<sup>[8]</sup>

**If a student activity or organization authorizes hazing in blatant disregard of this policy or other applicable district rules, penalties may also include rescision of permission for that organization to operate on school property or to otherwise operate under the sanction or recognition of the district.<sup>[3]</sup>**

**Any person who causes or participates in hazing may also be subject to criminal prosecution.<sup>[9]</sup>**

**PSBA Revision 6/16 ©2016 PSBA**

Legal References

1. [24 P.S. 5352](#)
2. [24 P.S. 511](#)
3. [24 P.S. 5354](#)
4. Pol. 122
5. Pol. 123
6. Pol. 218
7. Pol. 233
8. Pol. 317
9. [24 P.S. 5353](#)
- [24 P.S. 5351 et seq](#)
- Pol. 916
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