

Students

Student Hazing Prohibition

I. Purpose

This policy establishes the parameters for 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. Students are advised that hazing of any type is prohibited whenever and wherever it occurs.

II. General Statement of Policy

- A. No student, teacher, administrator, volunteer, contractor, or other employee of the school district will plan, direct, encourage, aid, or engage in hazing.
- B. No teacher, administrator, volunteer, contractor, or other employee of the district will permit, condone, or tolerate hazing.
- C. Apparent permission or consent by a person being hazed does not lessen the prohibitions contained in this policy.
- D. Retaliation against a victim, good faith reporter, or a witness of hazing is prohibited.
- E. False accusations or reports of hazing against a student, teacher, administrator, volunteer, contractor, or other employees are prohibited.
- F. A person who engages in an act of hazing, reprisal, retaliation, or false reporting of hazing, or who permits, condones, or tolerates hazing, will be subject to discipline or other remedial responses for that act in accordance with the district's policies and procedures.
 - Consequences for students who commit, tolerate, or are a party to prohibited acts of hazing may range from restorative practices to disciplinary actions.
 - Consequences for employees who permit, condone, or tolerate hazing or engage in an act of reprisal or intentional false reporting of hazing may result in disciplinary action up to and including termination or discharge.
 - Consequences for other individuals engaging in prohibited acts of hazing may include, but are not limited to, exclusion from district property and events, and/or termination of services and/or contracts.

- G. This policy applies to hazing that occurs during and beyond school hours, on or off district property, at district functions or activities, or on district transportation, or in electronic forms.
- H. A person or persons who engage(s) in an act that violates district policy or law in order to be initiated into or affiliated with a student organization will be subject to discipline for that act.
- I. The 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 district who is found to have violated this policy.

III. Definitions

For purposes of this policy, the definitions included in this section apply.

- A. "Building Report Taker" is the building principal, the principal's designee, or the building supervisor who is responsible for receiving written reports of hazing or other prohibited conduct at the building level or creating a record of an oral report of such conduct.
- B. "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 district-related purpose. The term hazing includes but is not limited to:
 - 1. Any type of physical brutality such as, but not limited to, whipping, beating, striking, branding, electronic shocking, or placing a harmful substance on the body.
 - 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.
 - 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.
 - 4. Any activity that intimidates or threatens the student with ostracism, that subjects a student to extreme mental stress, embarrassment, shame, or humiliation, or that adversely affects the mental health or dignity of the student or discourages the student from remaining in school.
 - 5. Any activity that causes or requires the student to perform a task that involves violation of state or federal law or of district policies or regulations.

- C. "Immediately" means as soon as possible but in no event longer than 24 hours.
- D. "On district property, or at district functions or activities, or on district transportation" means all district buildings, district grounds, and district property or property immediately adjacent to district grounds, district bus stops, district buses, district vehicles, district contracted vehicles, or any other vehicles approved for district purposes, the area of entrance or departure from district grounds, premises, or events, and all district-related functions, district-sponsored activities, events, or trips, or by electronic means. District property also may mean a student's walking route to or from school for purposes of attending school or district-related functions, activities, or events. While prohibiting hazing at these locations and events, the district does not represent that it will provide supervision or assume liability at these locations and events.
- E. "Remedial response" means a measure to stop and correct hazing, prevent hazing from recurring, and protect, support, and intervene on behalf of a student who is the target or victim of hazing.
- F. "Student" means a student enrolled in the district.
- G. "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 district events. A student organization does not have to be an official district organization to come within the terms of this definition.

IV. Reporting Procedures

- A. Any person who believes they have been the target or victim of hazing, or any person with knowledge or belief of conduct which may constitute hazing, will report the alleged acts immediately to the building report taker or another appropriate school district official designated by this policy. A student or other person may report hazing anonymously. However, the district may not rely solely on an anonymous report to determine discipline or other remedial responses.
- B. The district encourages the reporting party or complainant to use the report form (see Appendix I) available on the district's website, from the principal of each building or building supervisor of each building, or in the district office, but oral reports will be considered complaints as well. Any adult district personnel who receives a report of hazing prohibited by this policy will immediately inform the building report taker.
- C. Any person may report hazing directly to the executive director of human resources or the superintendent. If the complaint involves the building report taker, the complaint will be made or filed directly with the superintendent or the executive director of human resources by the reporting party or complainant, in which case the superintendent, the executive director of human resources, or their respective designee, will act as the building report taker.

- D. Teachers, administrators, volunteers, contractors, and other employees of the district will be particularly alert to possible situations, circumstances, or events which might include hazing. Any such person who witnesses, observes, receives a report of, or has other knowledge or belief of conduct which may constitute hazing, will make reasonable efforts to address and resolve hazing and will immediately inform the building report taker. District personnel who fail to inform the building report taker of conduct that may constitute hazing, or who fail to make reasonable efforts to address and resolve hazing in a timely manner, may be subject to disciplinary action.
- E. 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.

V. School District Action

- A. Within three days of the receipt of a complaint or report of hazing, the school district will undertake or authorize an investigation by district officials, or a third party designated by the district.
- B. The building report taker or other appropriate district officials may take immediate steps, at their discretion, to protect the target or victim of the hazing, the complainant, the reporter, and students or others, pending completion of an investigation of alleged hazing prohibited by this policy.
- C. Upon completion of an investigation that determines hazing has occurred, the district will take appropriate action. Such action may include, but is not limited to, warning, suspension, exclusion, expulsion, transfer, remediation, termination, discharge, or loss of privileges and/or leadership positions. Disciplinary consequences will be sufficiently severe to try to deter repeated violations and appropriately discipline for the prohibited behavior. 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 district policies and regulations.

The superintendent, in consultation with the building principal, may modify the participation in or conclude a specific district activity, organization, club, or team when the investigation determines such action is warranted.

- D. The district is not authorized to disclose to a victim private educational or personnel data regarding an alleged perpetrator who is a student or employee of the district. District officials will notify the parent(s) or guardian(s) of students involved in a hazing incident and who are targets or victims of hazing, and the parent(s) or guardian(s) of alleged perpetrators of hazing who have been involved in a reported and confirmed hazing incident, of the remedial or disciplinary action taken, to the extent permitted by law, based on a confirmed report.

- E. In order to prevent or to respond to hazing committed by or directed against a child with a disability, the district will, where determined appropriate by the child's individualized education program (IEP) team or Section 504 team, allow the child's IEP or Section 504 plan to be drafted to address the skills and proficiencies the child needs as a result of the child's disability to allow the child to respond to or not to engage in hazing.

VI. Retaliation or Reprisal

The school district will discipline or take appropriate action against any student, teacher, administrator, volunteer, contractor, or other employee of the district who commits an act of reprisal or who retaliates against any person who asserts, alleges, or makes a good faith report of alleged hazing, or who provides information about hazing, who testifies, assists, or participates in an investigation of alleged hazing, or 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. Disciplinary consequences will be sufficiently severe to deter violations and to appropriately discipline the individual(s) who engaged in the prohibited conduct. Remedial responses to the prohibited conduct will be tailored to the particular incident and nature of the conduct.

VII. Dissemination of Policy

This policy will be included in the district employee and student handbooks.

Legal References:

Minn. Stat. § 121A.031 (School Student Bullying Policy)
Minn. Stat. § 121A.0311 (Notice of the Rights and Responsibilities of Students and Parents Under the Safe and Supportive Minnesota Schools Act)
Minn. Stat. § 121A.40-121A.56 (Pupil Fair Dismissal Act)
Minn. Stat. § 121A.69 (Hazing Policy)

Cross References:

Policy 403 (Discipline of School District Employees)
Policy 413 (Harassment and Violence Prohibition, Students and Employees)
Policy 506 (Student Conduct and Discipline)
Policy 514 (Bullying Prohibition)

Policy

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INDEPENDENT SCHOOL DISTRICT NO. 273
Edina, Minnesota

revised: 09/25/17
reviewed: 08/10/20
revised: 02/12/24
revised: 02/03/25



Appendix I to Policy 514 and 526

BULLYING AND HAZING REPORT FORM

Edina Public Schools maintains a firm policy prohibiting all forms of bullying and hazing. All persons are to be treated with respect and dignity. Bullying or hazing by any student, teacher, administrator, or other school district personnel will not be tolerated under any circumstances.

The district will ensure all student data is protected and private pursuant to federal law and state statute.

Person completing report:

Home address:

Work address: _____

Home phone: _____ Cell Phone: _____ Work phone: _____

Date of alleged incident(s): _____

Basis of Alleged Harassment/Violence - circle as appropriate: race \ color \ creed \ religion \ sex \ national origin \ gender \ age \ marital status \ familial status \ status with regard to public assistance \ sexual orientation \ disability

Name of person(s) you believe bullied or hazed toward you or another person.

If the alleged bullying or hazing was toward another person(s), identify that person(s).

Where and when did the incident(s) occur? _____

Describe the incident(s) as clearly as possible, including such things as: what force, if any, was used; any verbal statements (e.g., threats, requests, demands); what, if any, physical contact was involved; or other relevant information. Attach additional pages if necessary.

List any witnesses to the incident(s). _____

My signature below shows that the information I have provided in this document is true, correct, and complete to the best of my knowledge and belief.

Signature: _____ Date _____

Received by: _____ Date _____

Please submit to the building principal or designee, or executive director of human resources, as indicated by the policy(ies).

Form (02/25)