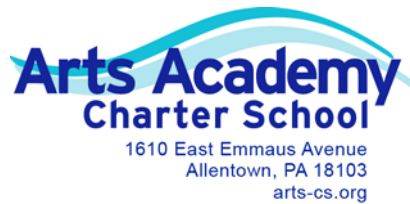


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Board Policy 2.8

Hazing

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 school and are prohibited at all times.

For purposes of this policy, **hazing** is defined as any formally administered or informally practiced activity that recklessly or intentionally endangers the health or safety of a student or intentionally and/or exposes students to demoralizing or demeaning treatment for the purpose of initiation or membership in or affiliation with any organization recognized by the Board.

Any hazing activity, whether by an individual or a group, shall be presumed to be a forced activity, even if a student gives the appearance of willing participation.

The Board does not condone any form of hazing, as part of any school sponsored student activity. No student, coach, sponsor, volunteer or school employee shall plan, direct, encourage, assist or engage in, or permit, any hazing activity.

The Board directs that no administrator, coach, sponsor, volunteer or any school employee shall permit, condone or tolerate any form of hazing. Any administrator, coach, sponsor, volunteer or school employee who suspects or has knowledge of such practice is responsible for attempting to halt such practice and for reporting the incident or practice to the administration immediately.

The school will investigate all complaints of hazing and will administer appropriate discipline to any individual who violates this policy. Employees who participate in hazing, permit hazing to occur or have knowledge of hazing activities and do not report them, as per this Policy, shall be subject to discipline, up to and including termination, depending upon the extent and nature of the hazing.

The Board encourages students who have been subjected to hazing and employees who are aware of or have reason to suspect hazing activity to promptly report such incidents to the Principal.

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

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Revision Date(s):	

Students, administrators, coaches, sponsors, volunteers, and school employees shall be alert to incidents of hazing and shall report such conduct to the Principal.

The school shall annually inform students, parents, coaches, sponsors, volunteers, and school staff that hazing of district students is prohibited, by means of publication in handbooks and instruction during in-service meetings of faculty and staff.

Guidelines

Step 1 – Reporting

A student or third party who believes s/he has been subject to conduct that constitutes a violation of this policy is encouraged to immediately report the incident to the building principal or a school employee.

A school employee who suspects or is notified that a student has been subject to conduct that constitutes a violation of this policy shall immediately report the incident to the building principal.

If the building principal is the subject of a complaint, the student, third party or employee shall report the incident directly to the Compliance Officer.

The complainant or reporting employee is encouraged to use the report form available from the building principal, but oral complaints shall be acceptable.

Step 2 – Investigation

Upon receiving a complaint of hazing, the building principal shall perform an investigation into the alleged hazing conduct. The investigation should consist of individual interviews with the complainant, the accused, and others with knowledge relative to the incident. The investigator may also evaluate any other information and materials relevant to the investigation.

The obligation to conduct this investigation shall not be negated by the fact that a criminal investigation of the incident is pending or has been concluded.

Step 3 – Investigative Report

In cases where a written complaint was received, the building principal shall prepare and submit a written report to the Compliance Officer within fifteen (15) days, unless additional time to complete the investigation is required. The report shall include a summary of the investigation, a determination of whether the complaint has been substantiated as factual and whether it is a violation of this policy, and a recommended 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.

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Revision Date(s):	

Step 4 – School Action

If the investigation results in a finding that the complaint is factual and constitutes a violation of this policy, the school shall take prompt, corrective action to ensure that such conduct ceases and will not recur. School staff shall document the corrective action taken and, where not prohibited by law, inform the complainant.

Disciplinary actions shall be consistent with the Code of Student Conduct, Board policies and school procedures, applicable collective bargaining agreements, and state and federal laws, and may include educational activities and/or counseling services.

If it is concluded that a student has knowingly made a false complaint under this policy, such student shall be subject to disciplinary action.

Appeal Procedure

1. If the complainant is not satisfied with a finding of no violation of the policy or with the recommended corrective action, s/he may submit a written appeal to the Compliance Officer within fifteen (15) days.
2. The Compliance Officer shall review the investigation and the investigative report and may also conduct a reasonable investigation.
3. The Compliance Officer shall prepare a written response to the appeal within fifteen (15) days. Copies of the response shall be provided to the complainant, the accused and the building principal who conducted the initial investigation.
4. The Compliance Officer may confirm, refuse or modify any finding or corrective action as part of the appeal procedure.