

HAZING POLICY-Final- November 26, 2007-

The purpose of this policy is to maintain a safe learning environment for students that is free from hazing. Hazing activities of any types are inconsistent with the educational goals of St. Mary's Central High School and are prohibited at all times.

GENERAL STATEMENT OF POLICY

- A. No student, teacher, administrator, coach/advisor, volunteer, contractor or other employee of St. Mary's Central High School shall plan, direct, encourage, aid or engage in hazing.
- B. No teacher, administrator, coach/advisor, volunteer, contractor, or other employee of St. Mary's Central High School shall permit, condone, actively ignore, or tolerate hazing.
- C. Apparent permission or consent by a person being hazed does not lessen the prohibitions contained in this policy.
- D. This policy applies to behavior that occurs on or off school property and during and after school hours, whether school is in session or not.
- E. A person who engages in an act that violates school policy or law in order to be initiated into or to be affiliated with a student organization shall be subject to discipline for that act.
- F. St. Mary's Central High School will act to investigate all complaints of hazing and will discipline or take appropriate action against any student, teacher, coach/advisor, administrator, volunteer, contractor or other employee of St. Mary's Central High School who is found to have violated this policy.

DEFINITIONS

"Hazing" means any act committed by a person, whether individually or in concert with others, against a student in connection with pledging, being initiated into, affiliating with, holding office in, or maintaining membership in any organization which is affiliated with St. Mary's Central High School; and which is intended to have the effect of, or should reasonably be expected to have the effect of, humiliating, intimidating or demeaning the student or endangering the mental or physical health of the student. "Hazing" also includes soliciting, directing, aiding, or otherwise participating actively or passively in the above acts. Hazing may occur on or off school grounds. The term hazing includes, but is not limited to:

1. Any type of physical brutality such as whipping, beating, striking, paddling, 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 other food, liquid, or substance that subjects the student to an unreasonable risk of harm or that adversely affects the student's mental or physical health or safety.
4. Any activity that intimidates or threatens the student with ostracism, that subjects a student to extreme mental stress, embarrassment, shame or humiliation, which 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 St. Mary's Central High School policies or regulations.

"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.

REPORTING PROCEDURE

- A. Any person who believes he or she has been the 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 St. Mary's Central High School official (to include administrator, teacher, coach, or staff member). The principal is the person responsible for receiving reports of hazing at the building level. St. Mary's Central High School employees are considered mandatory reporters.
- B. Any such person who received a report of, observes, or has other knowledge or belief of conduct which may constitute hazing shall inform the principal immediately. The principal will further report such incidents to law enforcement when it is appropriate.
- C. Submission of a good faith complaint or report of hazing will not affect the complainant or reporter's future employment, grades or work assignments.

SCHOOL ACTION

Upon receipt of a complaint or report of hazing, St. Mary's Central High School shall undertake or authorize an investigation by St. Mary's Central High School officials or a third party designated by St. Mary's Central High School. All efforts will be taken to assure the confidentiality of the victim(s). Upon completion of the investigation, St. Mary's Central High School 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 sufficiently severe to deter violations and to appropriately discipline prohibited behavior.

If the investigation concludes that two or more students from the same athletic team or other extra-curricular activity directed, engaged in, aided or otherwise participated inactively or passively in an incident of hazing, disciplinary action may be imposed against the team or activity, including cancellation of one or more athletic contests or the entire athletic season.

REPRISAL

St. Mary's Central High School will discipline or take appropriate action against any student, teacher, administrator, volunteer, contractor, or other employee of St Mary's Central High School who retaliates against any person, who makes a good faith report, testifies, assists, or participates in an investigation, or participates in a proceeding or hearing relating to such hazing. Retaliation includes, but is not limited to, intimidation, reprisal or harassment.

POLICY INFORMATION

A copy of this policy will be given annually to each student. In addition, student handbooks will be used to inform students that hazing is wrong and harmful and is not permissible. Compliance with this policy is mandatory. The handbook will include a form for parents to sign and return indicating that the information in the handbook has been received and read by the student and the parents. The principal will maintain a file of returned forms.

The Superintendent or his designees will annually conduct in-service training sessions for all school employees, which will include a review of this policy and procedures for implementation.

Each coach/director/ advisor will review this policy with their team, group, or organization before the start of each season or at their organizational meeting.

HAZING CLAIM FORM

St. Mary's Central High School maintains a firm policy prohibiting all forms of hazing. Hazing will not be tolerated under any circumstances.

Grievant Information

Complainant _____

Home Address _____ Phone _____

School _____

Nature of the Hazing Alleged (check all that apply)

_____ Verbal _____ Religion _____ Race _____ Sexual Harassment

_____ Physical _____ Disability _____ Retaliation _____ Sexual Orientation

_____ Visual _____ Age _____ National Origin

Summary of the Alleged Complaint

1. Date(s) on which alleged conduct occurred:
2. Where the alleged conduct occurred:
3. Names of witnesses (please specify whether employee, student or other):
4. Name of person(s) who engaged in hazing (respondent), if the alleged hazing was toward another person, identify that person:

5. Describe in detail (include where and when) the specific incidents, occurrences, decisions, and other factual matters believed to constitute hazing or retaliation, including what force if any, was used; any verbal statements (e.g. threats, demands, requests); what if any physical contact was involved (use additional sheets if needed):
6. Harm caused:
7. I request the following action be taken:

ACKNOWLEDGMENTS

I understand the following:

1. I have the right to be free of retaliation for filing this grievance. I agree to report any conduct which I believe is motivated by retaliation for filing this complaint. I understand, however, that if this statement contains accusations which I know are false, I may be subject to disciplinary action within St. Mary's Central High School and/or external legal action from those I have falsely accused.
2. St. Mary's Central High Schools will try to protect my identity from public exposure. The respondent, however, may be given factual information contained in this grievance in order to have an opportunity to respond to it.
3. I may have the right to file a complaint with civil rights agencies or to file legal actions in a court of law.
4. I understand that the investigating personnel are advocates for neither the grievant nor the respondent. Their responsibility is to investigate complaints from a neutral position to determine whether violations of the district's hazing policy have occurred.

I certify that the statements made in this grievance are true and accurate, and that I have read and understand the statements made in the acknowledgments section of the grievance.

Signature of Grievant

