

Procedure: Anti-Hazing
File Code: JICFA-R

Definition:

“Hazing” is defined as any willful act done by a student whether individually or in concert with others to another student for the purpose of subjecting that student to humiliation, intimidation, physical abuse or threats of abuse, social or other ostracism, shame or disgrace for the purpose of pledging, being initiated into, affiliating with, holding office in, or maintaining membership in any school district sponsored organization whose members are or include other students. The term may include, but is not limited to:

- Using a reasonable person standard: any activity that intimidates or threatens the student with ostracism, that subjects the student to shame, humiliation or extreme mental stress, or that adversely affects the mental health or dignity of the student or discourages the student from entering into or remaining registered in a district co-curricular or extra-curricular opportunity.
- Any type of physical brutality.
- Any type of physical activity (such as but not limited to sleep deprivation, exposure to the elements, confinement in a small space, calisthenics unrelated to approved training, or sexualized acts), or other activity whether or not the activity subjects the student to an unreasonable risk of harm or in using the reasonable person standard that adversely affects the mental or physical health or safety of the student.
- Any consumption activity involving ingestion of a food, liquid, or other substance that subjects the student to an unreasonable risk of harm; or the ingestion of an-alcoholic beverage, liquor, or drug; or in using the reasonable person standard that adversely affects the mental or physical health or safety of the student.
- Any activity that induces, causes, or requires the student to perform an activity or task that involves a violation of school rules, district policy, or law.

Reporting Procedures:

1. Any person who believes he or she has been the victim of hazing or any person with knowledge or evidence of conduct which may constitute hazing shall report the alleged acts immediately to a school administrator or the superintendent.

2. The building principal is the person responsible for receiving reports at the building level. Any person may report hazing directly to a school administrator or to the superintendent.
3. Teachers, administrators, volunteers, contractors, or other employees of the school district shall be particularly alert to possible situations, circumstances, or events which might include hazing. Any such person who receives a report of, observes, or has other knowledge or evidence of conduct which may constitute hazing shall inform the building principal immediately.
4. The school district will take appropriate action against any student, volunteer, contractor, or employee of the school district who retaliates against any person who makes a good faith report of alleged hazing. Retaliation includes, but is not limited to any form of intimidation, reprisal, or harassment.

Consequences:

The building administrator (or designee), in accordance with established policy, procedure, and school rules is responsible for managing student discipline in cases of hazing. Specific discipline for hazing will be at the discretion of the building administrator (or designee) after consultation with the superintendent. A range of disciplinary consequences including warning, suspension, exclusion from extra- or co-curricular opportunities, revocation of non-curricular privileges (i.e., parking, attendance at events, etc.), or long-term suspension may be applied. Repeat offenders should expect increasingly severe penalties.

In cases of student-athletes, consequences for hazing violations may range from individual suspension from participation in athletic programs for a period of time, to cancellation of an athletic schedule, depending on the magnitude of the incident and the number(s) of athletes involved. Consequences for athletic hazing violations brought to the attention of the administration after-the-season may include restrictions on subsequent athletic eligibility, revocation or denial of athletic letter awards, and/or athletic probation.

Students who commit the following acts are in violation of this policy, and therefore are subject to discipline and civil or criminal prosecution:

- Engaging in hazing.
- Soliciting, encouraging, directing, aiding, or attempting to aid another engaged in hazing.

- Intentionally, knowingly, or recklessly permitting hazing.

Students having knowledge of the planning or occurrence of a specific hazing activity and who fail to report it to the required officials as noted above may be subject to discipline involving loss of non-curricular privileges.

Potentially illegal acts will be brought to the attention of law enforcement authorities.

Cross references:

- *JICFA (Anti-Hazing Procedure)*
- *JG (Student Discipline)*
- *JBEAA & --R (Unlawful Harassment Policy & Procedure)*
- *KNAJ (Relations with Police and Other Civil Authorities)*

Approved: March 27, 2000
Chittenden Central Supervisory Union