

# WEST ALLEGHENY SCHOOL DISTRICT

SECTION: PUPILS

TITLE: ANTI-HAZING 6540

ADOPTED: 10/19/2016

REVISED:

1. Purpose	<p>The purpose of this policy is to maintain a safe, supportive and 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.</p>
2. Authority	<p>The Board of School Directors prohibits hazing, as part of any school-sponsored or recognized student activity regardless of whether the conduct occurs on or off school property or outside of school hours.</p> <p>No administrator, student, parent/guardian, coach, sponsor, volunteer, or District employee shall plan, direct, encourage, condone, tolerate, assist, engage in, or ignore any hazing activity.</p> <p>The Board encourages students who have been subjected to hazing to promptly report such incidents to their coach, sponsor and/or a building administrator.</p>
3. Definitions	<p>For the purpose of this policy, <b>hazing</b> is defined as any action or situation that recklessly or intentionally endangers or jeopardizes the mental health, physical health, or safety of a person or causes willful destruction or removal of public or private property for the purpose of initiation or membership in or affiliation with, or as a condition of continued membership in, any organization, team, club or group operating under the sanction of or recognized by the West Allegheny School District. The term shall include, but not be limited to:</p> <ul style="list-style-type: none"><li>• Any brutality of a physical nature, such as whipping, beating, branding, forced sexual activity, exposure to the elements, forced consumption of any food, alcoholic beverage, drug, controlled substance or other forced physical activity that could adversely affect the physical or psychological health or safety of the individual.</li><li>• 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 humiliation, harassment, embarrassment, or any other forced activity which could adversely affect the mental health or dignity of the individual(s).</li><li>• Any willful destruction or removal of public or private property.</li></ul> <p>For the purpose 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.</p>

4. Delegation of Responsibility

Students, parents/guardians, administrators, coaches, sponsors, volunteers, and district employees alerted to incidents of hazing shall immediately intervene and report such conduct to a building administrator.

Upon learning of a hazing incident, the building principal and/or athletic director and/or his/her designee shall undertake a thorough investigation. The building principal and/or athletic director and/or his/her designee will inform parents/guardians of the victim and person accused of the complaint. The administrator(s) will report incidents of hazing to the superintendent or designee immediately and the superintendent and/or designee will, where appropriate, notify the proper authorities.

5. Guidelines

Complaint Procedure

1. When a student believes that s/he has been subjected to or will be subjected to hazing, the student shall promptly report the incident or potential incident, orally and/or in writing, to their level coach or sponsor of the activity and/or building administrator.
2. If a coach/activity advisor witnesses, or is made aware of by another person, an incident of hazing, s/he shall intervene and immediately report the details of the incident to the Athletic Director and/or administrator(s) of the building(s) which the students involved attend.
3. The administrator shall, upon receipt of a complaint, conduct a timely, impartial, thorough, and comprehensive investigation of the alleged hazing.
4. The administrator shall prepare a written report summarizing the investigation and recommending disposition of the complaint.

Disciplinary Measures

1. If the investigation results in a substantiated finding of hazing, the administrator shall recommend appropriate disciplinary action up to and including expulsion as circumstances warrant, in accordance with the Student Code of Conduct. Additionally, the student(s) responsible for the acts may be subject to disciplinary action by the coach or sponsor, up to and including removal from the activity.
2. If the investigation results in a substantiated finding that a coach, sponsor or volunteer affiliated with the activity or organization planned, directed, encouraged, assisted, engaged in, condoned, or ignored any violation of this policy, s/he will be disciplined appropriately in accordance with Board policy, applicable regulations and laws. Discipline could include, but is not limited to, dismissal from the position as coach, sponsor or volunteer and/or dismissal from district employment.
3. If a team, organization or group authorizes hazing in a blatant disregard of this policy or other applicable district rules, penalties may also include recession of permission for that organization to operate on school property or to otherwise operate under the sanction or recognition of the West Allegheny School District.
4. Any person who causes, participates or ignores hazing may also be subject to criminal prosecution.