

<b>BRITTON-HECLA SCHOOL DISTRICT</b>	<b>JGCBA</b>
<b>Policies</b>	

## HAZING DEFINITION/PROCEEDURES

### I. Definitions

- A. Hazing means committing an act against a student or coercing a student into committing an act that creates a risk of harm, in order for the student to be initiated into or affiliated with a student organization (see Section B below) or for any other purpose. The term hazing includes, but is not limited to:
1. Any type of physical brutality such as 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 activities that subject the student to a risk of harm or that adversely affect the mental or physical health or safety of the student.
  3. Any activity involving the consumption of alcoholic beverages, drugs, tobacco products, or any other food, liquid, or substance that subjects the student to a 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 undue mental stress, embarrassment, shame, or humiliation 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 city ordinance, state or federal law, or School District policies or regulations.
- B. Student organization may refer to a school, a group, a club, or an organization having students as the primary members or participants. It may also refer to grade levels, classes, teams, activities, or particular school events. A student organization does not have to be an official, recognized school entity to come within the terms of this definition.

## **II. Reporting Procedures**

- A. Any person who believes he or she has been a victim of hazing or any person with knowledge or belief of conduct that may constitute hazing shall report the alleged acts immediately to the building principal. Any person may also report hazing directly to the Superintendent.
- B. Teachers, administrators, volunteers, contractors, and other employees of the School District shall be particularly alert to possible situations, circumstances, or events that might include hazing. Any such person who receives a report of, observes, or has other knowledge or belief of conduct that may constitute hazing shall inform the building principal immediately.
- C. Submission of a good faith complaint or report of hazing will not affect the complainant or reporter's further employment, grades, or work assignments.

## **III. School District Action**

- A. Upon receipt of a complaint or report of hazing, the School District shall undertake or authorize an investigation by School District officials or a third party designated by the School District.
- B. The School District may take immediate steps to protect the complainant, reporter, students, or others pending completion of an investigation of hazing.
- C. Upon completion of the investigation, the School District will take appropriate action against any student or other school staff who is found to have violated this policy. School District action taken for violation of the policy will be consistent with the requirements of the District student discipline policy.

## **IV. Reprisal**

The School District will discipline or take appropriate action against any student, teacher, administrator, volunteer, contractor, or other employee of the School District who retaliates against any person who makes a good faith report of alleged hazing or against any person who testifies, assists, or participates in an investigation, or against any person 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.

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