

## JICFA – HAZING

INTRODUCTION - It is the policy of the District that no student or employee of the District shall participate in or be members of any secret fraternity or secret organization that is in any degree related to the school or to a school activity. No student organization or any person associated with any organization sanctioned by the School Board shall engage or participate in hazing. Conduct constituting hazing will not be tolerated, and is prohibited by this policy, in accordance with RSA 631-7.

DEFINITION – For the purposes of this policy, hazing is defined as any act directed toward a student, or any coercion or intimidation of a student to participate in or submit to any act, when:

1. Such act is likely or would be perceived by a reasonable person to be likely to cause physical or psychological injury to any person, and
2. Such act is a condition of initiation into, admission into, continued membership in, or association with any organization.

Examples of behavior that could be considered hazing include, but are limited to, being forced to:

1. Destroy or steal property
2. Be tied up, taped or confined in a small space
3. Be paddled, whipped, beaten, kicked, or beat up others
4. Do embarrassing, painful, or dangerous acts
5. Be kidnapped or transported and abandoned
6. Consume spicy or disgusting concoctions
7. Be deprived of sleep, food, or hygiene
8. Engage in or simulate sexual acts
9. Participate in drinking contests
10. Be tattooed or pierced.

REPORTING – It is a crime to participate in any student hazing, knowingly submit to hazing, or be present at or have direct knowledge of hazing and fail to report such hazing to law enforcement or school authorities.

1. Any student who believes that he/she has been the victim of hazing shall report the incident(s) to the School Principal. The student may also report an alleged hazing act to any school teacher or staff member. It shall be the responsibility of the school teacher or staff member to notify the School Principal immediately of such report.
2. Any parent who believes that their child has been the victim of hazing or has become aware of an act of hazing shall report the alleged hazing act to the School Principal.
3. Any school employee who has witnessed or has reliable information that a pupil has been subjected to hazing, as defined above, shall report such incident to the principal, or his/her designee.
4. The School Principal shall report to law enforcement authorities any hazing reported or of which he/she has knowledge within 48 hours. Reporting shall be made using Form

ED317 (Report of Theft, Destruction, or Violence in a Safe School Zone to Local Law Enforcement Agency).

#### INVESTIGATION, REMEDIAL ACTION, AND DISCIPLINE –

1. The Superintendent shall direct an investigation to be made of reports of hazing in accordance with the procedures specified in Policy JBAA.
2. The Superintendent or designee may develop age-appropriate methods of discussing the meaning, substance, and application of this policy with staff and students in order to minimize the occurrence of hazing, and for staff to effectively respond to any such incidents.
3. If it is determined, after investigation, that a pupil has engaged in hazing conduct prohibited by this policy and implementing administrative regulations, that pupil shall be subject to appropriate disciplinary action, which may include, but not be limited to, suspension and expulsion. Any such disciplinary action shall be taken in accord with applicable school board policy and legal requirements.
4. If it is determined, after investigation, that an employee has engaged in hazing conduct prohibited by this policy and implementing administrative regulations, that employee shall be subject to appropriate disciplinary action, which may include employment termination. Any such disciplinary action shall be taken in accord with applicable school board policy and legal requirements.
5. Any hazing activity, directly or indirectly, shall be presumed to be a forced activity, even if the student willingly participates in such activity.
6. Damage, destruction or disappearance of school property is the responsibility of the student, and parents or guardians will be required to reimburse the District up to replacement cost, including labor costs if applicable.

**POLICY NOTIFICATION** - The Superintendent or designee shall provide written notice of this policy to students, parents, and staff through appropriate references in the student and employee handbooks, or through other reasonable means.

#### Statutory/Regulatory/Policy/Handbook Cross References

RSA 631:7 (Student Hazing)

Policy JBAA (Sexual Harassment and Sexual Violence)

Handbook (Referenced in Student/Parent/Staff Handbook)

APPROVED: September 22, 2005