

HAZING

The Centennial School Board believes that students must be protected from hazing. All verbal, written or physical conduct, which harasses, humiliates, or persecutes students, or disrupts or interferes with any student's curricular or co-curricular experiences, shall not be tolerated.

The Superintendent shall be responsible for implementation of this policy.

Policy: 3.16
Adopted: 06/22/99
Amended: 10/12/99
 04/13/04

HAZING

I. Definitions

- A. “Hazing.” Any action or situation which recklessly or intentionally endangers the mental or physical health or safety of a student or which willfully destroys or removes public or private property for the purpose of initiation or admission into or affiliation with, or as a condition for continued membership in, any organization operating under the sanction of or recognized as an organization, club, or co-curricular activity by the School District. The term shall include, but not be limited to, any brutality of a physical nature, such as whipping, beating, branding, forced calisthenics, exposure to the elements, forced consumption of any food, liquor, drug or other substance, or any other forced physical activity which could adversely affect the physical health and safety of the individual, and shall include any activity which would subject the individual to extreme mental stress, such as sleep deprivation, forced exclusion from social contact, forced conduct which could result in extreme embarrassment, or any willful destruction or removal of public or private property. For purposes of this definition, any activity as described in this definition upon which the initiation or admission into or affiliation with or continued membership in an organization, club, or co-curricular activity is directly or indirectly conditioned shall be presumed to be “forced” activity, the willingness of an individual to participate in such activity notwithstanding.
- B. Curricular refers to those activities related to the teaching/learning environment.
- C. Co-curricular refers to those athletic and non-athletic activities, clubs, teams or organizations sponsored and approved by the Board, but not offered for credit toward graduation.
- D. Co-curricular sponsor includes coaches, assistant coaches, directors, assistant directors, volunteers, and other adults responsible for students’ athletic and non-athletic activities.

II. Responsibilities of Students/Staff

- A. Any student who believes that actions or words of an employee, volunteer or another student constitute hazing has a responsibility to immediately report such behavior to a coach, teacher or administrator.
- B. Any staff member who receives such information or witnesses such behavior shall immediately report the information to the principal.
- C. All sponsors of co-curricular activities, clubs, or other student organizations shall review this policy with students.

III. Responding to Complaints of Hazing

- A. The Principal or designee shall within one business day initiate an investigation of all complaints of hazing in an impartial and confidential manner.
- B. The Principal shall immediately report such complaints to the Assistant Superintendent or Director of Secondary Education.
- C. As part of the investigation, the administrator shall conduct individual conferences with all involved, including any witnesses.
- D. Following the investigation of the complaint, the administrator shall review with the Assistant Superintendent or Director of Secondary Education the results of the investigation and any recommendations prior to preparing a written report.
- E. The police shall be notified when appropriate.
- F. The complainant and the accused shall be informed of the outcome in writing. The parents of the complainant and the accused (if students) shall also be notified of the outcomes in writing.
- G. If the complainant or accused is not satisfied with the handling of the complaint or the action taken, the dissatisfied party may bring the concern to the Superintendent for review and action.

IV. Consequences

- A. Any student, volunteer or Centennial employee who is found, after appropriate investigation, to have engaged in the hazing of any student or the filing of false charges shall be subject to disciplinary actions up to and including exclusion/termination.
- B. Any student, volunteer or Centennial employee who witnesses or has knowledge of hazing activities and fails to report them shall also be subject to appropriate disciplinary actions up to and including exclusion/termination.

V. Dissemination

- A. The provisions of this policy shall be reviewed with all staff and students on a yearly basis. The policy shall also be made part of the District calendar, student handbooks, and any initial written materials distributed to members of all activities.
- B. Administration shall prepare written directives to all coaches and co-curricular sponsors insuring that the requirements of supervision of students be maintained and directing coaches and sponsors as to procedures to be followed if they find that students are not being supervised consistent with the written directives.

- C. Administration shall share with the employees and students all policies related to hazing, sexual harassment, and other improper conduct with clear statements that improper conduct not be tolerated. Administration shall also post the policies in all buildings, in the locker rooms, and other locations where the students and/or staff will see them.
- D. Administration shall provide training for coaches, sponsors athletes, and participants in co-curricular activities about hazing, sexual harassment, and other forms of improper conduct at the start of each season/year with reminders throughout the season/year.

VI. Non-District Sponsored Camps and Workshops

In order to avoid any District liability for actions in violation of the spirit of this Policy that might occur at non-district sponsored camps and workshops, sponsors of co-curricular activities and coaches shall not solicit or recruit students to attend non-District-sponsored camps and/or workshops. Sponsors of co-curricular activities and coaches may, however, distribute written materials related to non-district sponsored camps and workshops provided the sponsor and/or coach does not endorse the camp or workshop and the distribution is in compliance with the District's distribution policy.

Administrative Procedures: 3.16

Approved:..... 06/22/99

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