

HAZING

STATEMENT OF POLICY AND DEFINITION OF HAZING

Wakefield School District prohibits hazing. Hazing is an act that demeans, degrades or disgraces another person, and it is often carried out with coercion and intimidation. "Hazing" means any act on school grounds, on a school bus or at a school event, which is directed against a student by one or more persons, and which is likely to endanger the mental or physical health or the safety of a student for the purpose of being initiated into, affiliating with, holding office in or maintaining membership in any organization whose members are or include other students.

Hazing includes, but is not limited to, the following as examples:

- Any type of physical brutality, such as whipping, beating, paddling, striking, branding, electronic shocking, placing of a harmful substance on the body or similar activity.
- Any type of physical activity, such as sleep deprivation, exposure to weather, confinement in a restricted area, forced calisthenics, or other activity that subjects the student to an unreasonable risk of harm or that is likely to affect the mental or physical health or safety of the student.
- Any activity involving consumption of a food, liquid, alcoholic beverage, drug or other substance that subjects the student to unreasonable risk of harm or that is likely to adversely affect the mental or physical health or safety of a student.
- Any activity that intimidates or threatens a student with ostracism; that subjects a student to extreme mental stress, ridicule, embarrassment, shame, indecent exposure or humiliation and that is likely to adversely affect the mental health or dignity of the student.

Any activity that induces, causes or requires the student to perform a duty or task that involves a violation of district policy, school rules, state law or federal law.

A student is in violation of this hazing policy if he or she takes part in any of these actions:

- Engaging in hazing;
- Soliciting, encouraging, directing, aiding or attempting to aid another in hazing;
- Intentionally, knowingly, or recklessly permitting hazing to occur;
- Having firsthand knowledge of the planning of a specific hazing incident involving a student or firsthand knowledge that a specific hazing incident has occurred and failing to report it promptly in writing to the school principal or the principal's designee.

No student may consent or agree to being the target of hazing.

REPORTING COMPLAINTS OF HAZING AND INVESTIGATION

Any person that believes he or she has been the target or victim of hazing, and anyone with knowledge of conduct that may constitute hazing shall report the alleged act(s) immediately to the principal. If you believe the principal was involved in the hazing or has condoned it in any way, you may contact the Superintendent or Chair of the School Board.

If the district receives a complaint or report of hazing, it shall undertake or authorize an investigation by school district officials or a third party designated by the district. An investigation consists of interviews with a limited number of people who have or may have knowledge about what is alleged to have taken place. It may also include a review of other information, such as documents, depending on the circumstances. It is a fact-finding process and is not meant to be an interrogation or an intimidating process. Rather, it is simply designed to gather the facts. The district will determine whether the alleged conduct that is the subject of the report or complaint or that is learned as result of the investigation constitutes unlawful hazing in violation of this policy.

Mr. Nathan Fogg, Chairperson
Mrs. Laurie Howe
Mr. Rodney Cools
Mr. Jason Brown
Mrs. Margaret Howard-Hilton

Adopted by the Board: 4 April 2001
Revised by the Board:
Reaffirmed by the Board: 6 September 2006

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(continued)

In the course of handling complaints, Wakefield School District will try to maintain confidentiality to the extent possible in carrying out its duty to investigate and correct acts of unlawful hazing. The information will be shared on a need-to-know basis only.

PROHIBITION AGAINST RETALIATION

Wakefield School District will make every effort to guarantee that no student will be subject to any form of retaliation or discipline for making a complaint or assisting in the investigation of a report or complaint of hazing. Retaliation includes, but is not limited to, threats, acts of intimidation, and harassment intended to scare or punish a person for filing a complaint or cooperating in an investigation. It could mean ridicule or name-calling. Retaliation is wrong regardless of whether it is done by a person accused of unlawful hazing, a friend, sibling or relative of the accused hazer, or other person(s) and will be punished. The School District reserves the right to take any action that may be needed, in its discretion, to protect a person that files a complaint, an investigation witness or other person from further hazing or retaliation.

The filing of a complaint or report of unlawful hazing will not affect a student's grades or access to educational resources and support. This means that students/staff/parents, etc. should treat you just the way they did before you filed the complaint. No nasty comments or name calling or "shunning" should happen to anyone who has complained about hazing.

DISCIPLINE AND CONSEQUENCES FOR CONDUCT IN VIOLATION OF THIS POLICY

Upon completion of the investigation, the Wakefield School District will take such action as it considers in its discretion to be necessary and appropriate to address violations of this policy. Such action may include, but is not limited to, warning, suspension, expulsion, or termination of an employee. Where hazing is found to have occurred, the district will also report it to law enforcement authorities, as is required by law. Criminal penalties may be imposed.

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