



**NORTH ALLEGHENY  
SCHOOL DISTRICT**

<b>SECTION:</b>	<b>PUPILS</b>
<b>TITLE:</b>	<b>HAZING</b>
<b>ADOPTED:</b>	<b>11/16/16</b>
<b>REVISED:</b>	

**247- HAZING**

**Section 1. Purpose**

The purpose of this policy is to maintain a safe, 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.

**Section 2. Definitions**

- a. Hazing - For purposes of this policy, hazing is defined as any activity that recklessly or intentionally endangers the mental health, physical health, or safety of a student, or causes destruction or removal of public or private property for the purpose of initiation or membership in, or affiliation with, any school-sponsored organization.
- b. Endanger the Physical Health - 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, alcoholic beverage, drug or controlled substance, or other forced physical activity that could adversely affect the physical health or safety of the individual.
- c. Endanger the Mental Health - shall include 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 would result in extreme embarrassment, or any other forced activity which could adversely affect the mental health or dignity of the individual.

Any hazing activity, whether by an individual or a group, shall be presumed to be a forced activity, even if a student willingly participates.

**Section 3. Authority**

- a. The Board prohibits any form of initiation or harassment, known as hazing, as part of any school-sponsored student activity. No student, coach, sponsor, volunteer or District employee shall plan, direct, encourage, assist or engage

SC 510, 511  
Pol. 122, 123

in any hazing activity.

- b. The Board directs that no administrator, coach, sponsor, volunteer or District employee shall permit, condone or tolerate any form of hazing.
- c. The District will investigate all complaints of hazing and will administer appropriate discipline to any individual who violates this policy.
- d. The Board encourages students who have been subjected to hazing to promptly report such incidents to the building principal.

**Section 4. Delegation of Responsibility**

- a. District administrators shall investigate promptly all complaints of hazing and administer appropriate discipline to any individual who violates this policy.
- b. It shall be the responsibility of all employees, including without limitation, coaches, assistant coaches and athletic and extracurricular coordinators to protect the rights, safety and welfare of the students and to ensure an atmosphere free from all forms of hazing. Students, administrators, coaches, sponsors, volunteers, and District employees shall be alert to incidents of hazing and shall report such conduct to the building principal.
- c. Head coaches and sponsors shall review this policy with assistant coaches, volunteers and student participants of the sport or activity.
- d. The District shall annually inform students, parents, coaches, sponsors, volunteers and District staff that hazing of District students is prohibited by means of
  - 1. Distribution of written policy
  - 2. Publication in handbooks
  - 3. Presentation at student assemblies
  - 4. Verbal instructions by the coach or sponsor at the start of the season or program.

**Section 5: Complaint Procedure**

- a. When a student believes that s/he has been subject to hazing, the student shall promptly report the incident, orally or in writing, to the head coach or activity sponsor.
- b. The head coach or activity sponsor must report the incident both orally and in writing to the athletic director (for coaches) or building principal (for activities).

<p>Pol. 218</p>	<p>c. The athletic director (for coaches) or principal (for activities) shall conduct a timely, impartial, thorough, and comprehensive investigation of the alleged hazing.</p> <p>d. The athletic director (for coaches) or principal (for activities) shall prepare a written report summarizing the investigation and recommending disposition of the complaint. The complainant and the accused shall be informed of the outcome of the investigation, including the recommended disposition of the complaint.</p>
<p>Pol. 218</p>	<p>e. If the investigation results in a substantiated finding of hazing, the athletic director (for coaches) or principal (for activities) shall recommend appropriate disciplinary action, as circumstances warrant, in accordance with the Student Code of Conduct. Additionally, the student may be subject to disciplinary action by the coach or sponsor, up to and including removal from the activity.</p> <p>f. If the investigation results in a substantiated finding that a coach or sponsor affiliated with the activity planned, directed, encouraged, assisted, condoned or ignored any form of hazing, s/he will be disciplined appropriately. Discipline could include dismissal from the position as coach or sponsor.</p> <p>g. The District shall document the corrective action taken and, where not prohibited by law, inform the complainant.</p> <p><b><u>References:</u></b> School Code – 24 P.S. Sec. 510, 511 Board Policy – 122, 123, 218</p> <p><b><u>Replaces Policy</u></b> 3580</p>