

## HAZING

Hazing and initiation activities that involve hazing are abusive and illegal behaviors that harm victims and negatively impact the school environment by creating an atmosphere of fear, distrust, and mean-spiritedness. The Board of Education is committed to providing an educational and working environment that promotes respect, dignity and equality. Hazing activities of any type committed by students, staff, volunteers, or contracted employees on school grounds, school buses, and/or at all school sponsored activities, programs, and events, including those that take place at locations outside the district, are strictly prohibited and shall not be tolerated.

For purposes of this policy “hazing” means intentionally or recklessly committing an act against a student, or coercing a student into committing an act, that creates a substantial risk of harm to a person, in order for the student to be initiated into or affiliated with a student organization whether school sponsored or not, or for any other purpose.

Hazing may include, but is not limited to, physical acts such as whipping or beating, sleep deprivation, exposure to extreme weather conditions or other acts which adversely affect the mental or physical health or safety of the student, activities such as the consumption of alcohol, other liquid, or some other substance which subject the student to an unreasonable risk of harm, or any activity that intimidates or threatens the student with ostracism, embarrassment, shame or humiliation.

In order for the Board to effectively enforce this policy and to take prompt corrective measures, it is essential that all victims of hazing and persons with knowledge or belief of conduct which may constitute hazing report the alleged acts immediately to a teacher, Athletic Director, Building Principal or Title IX Officer. Employees, including coaches, volunteers and contract employees, must report any incidents they observe, and intervene to stop such activities. The district will promptly investigate all complaints of hazing. To the extent possible, all complaints will be treated in a confidential manner. Limited disclosure may be necessary to complete a thorough investigation.

If, after appropriate investigation, the district finds that a student, an employee or a third party has violated this policy, prompt corrective action will be taken in accordance with the applicable collective bargaining agreement, district policy and state law. The Board prohibits any retaliatory behavior directed towards any person who reports an act of hazing as well as against anyone who participates in the investigation of a complaint of hazing..

This policy shall be published in student, parent, and employee handbooks, the district Code of Conduct and other appropriate school publications as directed by the Superintendent of Schools.

In addition, each Principal, athletic coach, cheerleading advisor, and other extracurricular supervisor shall inform his or her students about this policy at the time of its adoption, at the beginning of each school year, and prior to each subsequent team or group’s activities for the year.

Cross-ref: 5300 – Code of Conduct  
5300.1 – Athletic Code of Conduct C-RCS

Ref: Penal Law, §§120.16, 120.17

*First Review by the Board of Education – 7/25/05*  
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**ADOPTED BY THE BOARD OF EDUCATION – 8/8/05**