



Book	Policy Manual
Section	200 Pupils
Title	Hazing
Code	247
Status	Final Reading and Adoption
Adopted	August 21, 2006
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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.

Definitions

Hazing - intentionally, knowingly or recklessly, for the purpose of initiating, admitting, or affiliating a student into or with an organization, or for the purpose of continuing or enhancing a student's membership or status in an organization, causing, coercing, or forcing a student to do any of the following: [\[1\]](#).

1. Violate federal or state criminal law.
2. Consume any food, liquid, alcoholic liquid, drug or other substance that subjects the student to a risk of emotional or physical harm.
3. Endure brutality of a physical nature, including whipping, beating, branding, calisthenics, or exposure to the elements.
4. Endure brutality of a mental nature, including activity adversely affecting the mental health or dignity of the individual, sleep deprivation, exclusion from social contact, or conduct that could result in extreme embarrassment.
5. Endure brutality of a sexual nature.
6. Endure any other activity that creates a reasonable and customary athletic, law enforcement, or military training, contests, competitions, or events.

Aggravated hazing - hazing that results in serious bodily injury or death to the student and: [\[2\]](#)

1. The perpetrator acts with reckless indifference to the health and safety of the student; or
2. The perpetrator causes, coerces, or forces the consumption of an alcoholic liquid or drug by the student.

Organizational hazing - when an organization intentionally, knowingly, or recklessly promotes or facilitates an act of hazing or aggravated hazing.[3][4]

Organization - for the purposes of this policy, any District-sanctioned, District-sponsored, or District-affiliated activity, society, corps, club, or service, social, or similar group, whose members are primarily students or alumni of the organization, an institution, or school.[5][6]

Bodily injury - for the purposes of this policy, impairment of physical condition or substantial pain.[7]

Serious bodily injury - for the purposes of this policy, bodily injury which creates a substantial risk of death or which causes serious, permanent disfigurement, or protracted loss or impairment of the function of any bodily member or organ.[7]

Any act of hazing, aggravated hazing, or organizational hazing shall be deemed a violation of this policy, despite: (1) the consent of the student to the activity, or (2) the approval of the activity by the school or organization.[8]

Authority

The Board prohibits hazing as part of any District-sanctioned, District-sponsored, or District-affiliated student activity, regardless of whether the acts of hazing occur on or off District property or outside of school hours. No student, parent/guardian, coach, sponsor, volunteer, or District employee shall plan, permit, tolerate, condone, direct, encourage, assist, or engage in any hazing activity.[4][6][8][9][10]

The Board encourages students who believe that they or other students have been subjected to hazing to promptly report such incidents to the building principal or designee.

Title IX Sexual Harassment and Other Discrimination

Every report of alleged hazing that can be interpreted at the outset to fall within the provisions of policies addressing potential violations of laws against discrimination shall be handled as a joint, concurrent investigation into all allegations and coordinated with the full participation of the Compliance Officer and Title IX Coordinator. If, in the course of a hazing investigation, potential issues of discrimination are identified, the Title IX Coordinator shall be promptly notified, and the investigation shall be conducted jointly and concurrently to address the issues of alleged discrimination as well as the incidents of alleged hazing.[11]

Delegation of Responsibility

District administrators shall investigate promptly all complaints of hazing and administer appropriate discipline to any individual who violates this policy.

Students, administrators, coaches, sponsors, volunteers, District employees, and parents/guardians shall be alert to incidents of hazing and shall report such conduct to the building principal or designee.

When a student's behavior indicates a threat to the safety of the student, other students, school employees, school facilities, the community or others, district staff shall report the student to the threat assessment team, in accordance with applicable law and Board policy. [24 P.S. 1302-E][Pol. 236.1]

The District shall annually inform students, parents/guardians, coaches, sponsors, volunteers and District staff of this policy, penalties for the violation of this policy, and the District's program for enforcement of this policy through:[\[4\]](#)

1. Posting on the District's publicly accessible website,
2. Publication in handbooks,
3. Posting of notices/signs,
4. Presentation at an assembly, and
5. Verbal instructions by the coach or sponsor at the start of the season or program.

The Director of Extracurricular Activities shall provide a copy of this policy with all other applicable District policies to all coaches, sponsors, and volunteers affiliated with an organization prior to the commencement of the coaching activity or service as a responsible adult in a student activity or organization. Coaches, sponsors, and volunteers shall read and abide by all District policies, procedures, and Codes of Conduct.[\[6\]](#)

Guidelines

Complaint Procedure

1. Students are encouraged to promptly report suspected incidents of hazing to the building principal. Students are encouraged to use the District's report form or to put the complaint in writing; however, oral complaints shall be accepted and documented. The person accepting the complaint shall handle the report objectively, neutrally, and professionally, setting aside personal biases that might favor or disfavor the student filing the complaint or those accused of a violation of this policy.
2. The building principal shall promptly notify the Superintendent of the complaint.
3. In consultation with the Superintendent or designee, the building principal shall determine whether interim measures should be instituted to protect students from further inappropriate conduct, including bullying, cyberbullying, discrimination, unlawful harassment, or retaliation related to the alleged incident and report. Examples of appropriate interim measures include, but are not limited to, suspending adults and/or students involved in the alleged behavior from participation in the school activity, separation of the alleged victims and alleged wrongdoers, and referral to in-school or out of school counseling. The expressed needs and wants of the complaining student will be considered when crafting and implementing interim measures.
4. The building principal or designee shall conduct a timely, impartial, thorough, and comprehensive investigation of the alleged hazing.
5. In conducting the investigation, the building principal or designee shall consider whether the acts alleged as hazing, aggravated hazing, or organizational hazing may also violate other District policies, including, but not limited to policies related to controlled substances, bullying, cyberbullying, and/or unlawful harassment. Students will be disciplined for conduct that is determined to not violate this policy but does violate a different policy or federal or state law.
6. The building principal or designee shall prepare a written report summarizing the investigation and recommending disposition of the complaint. Findings of the investigation shall be provided to the complainant, the accused, and others directly involved, as appropriate.
7. If the investigation results in a substantiated finding of hazing, the building principal shall impose appropriate disciplinary action, as circumstances warrant, in accordance with the Code of Conduct, Board policy, and state and federal law. Additionally, the offending student may be

subject to disciplinary action by the coach or sponsor, up to and including removal from the activity.[\[12\]](#)[\[13\]](#)[\[14\]](#)

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, but not be limited to, dismissal from the position as coach or sponsor.

Confidentiality

To the extent permitted by law and the District's legal and investigative obligations, the District shall maintain the confidentiality of all parties, witnesses, allegations, the complaint, and investigative materials.

Retaliation

Retaliation for reporting an incident of suspected hazing or participating in an investigation is strictly prohibited and shall result in disciplinary action in accordance with the appropriate Code of Conduct.

Safe Harbor

In certain circumstances, a person seeking medical attention for him/herself or another due to an act of hazing may be entitled to immunity from criminal prosecution. In meting out discipline, an individual's attempts to seek assistance or medical attention for another student may be considered as a mitigating factor.[\[15\]](#)

Discipline

Students -

In cases of substantiated allegations of hazing or aggravated hazing, the building principal shall consider the student's individual culpability; whether the student sought medical attention or assistance for the hazing victim, regardless of whether the student qualifies for safe harbor under the law; and any other relevant mitigating or aggravating factors when determining the discipline to impose.[\[4\]](#)[\[6\]](#)[\[14\]](#)[\[15\]](#)[\[16\]](#)

Any discipline imposed under this policy is in addition to any criminal penalties or discipline imposed for violation of other Board policies.[\[4\]](#)

Non-Students/Organizations -

If the investigation results in a substantiated finding that a coach, sponsor, or volunteer affiliated with the student activity or organization engaged in, condoned, ignored, or failed to take efforts to stop an incident of hazing, the coach, sponsor, or volunteer shall be subject to appropriate discipline in accordance with Board policy. Discipline may include, but is not limited to, termination from District employment; dismissal from the position of coach, sponsor, or volunteer; or prohibition from further participation in school activities.

Organizations found to have been engaged in organizational hazing shall be subject to the imposition of fines, rescission of District permission to operate on school property or be school-affiliated or sponsored, or other appropriate penalties.[\[4\]](#)

Safe Schools Act Reporting Requirements

For the purposes of fulfilling the District's reporting obligations under the Safe Schools Act, the term **incident** shall mean an act of hazing involving:[\[17\]](#)[\[18\]](#)[\[19\]](#)[\[20\]](#)[\[21\]](#)[\[22\]](#)

1. Violence;

2. Possession of a weapon;
3. Sexual assault;
4. Possession, use, or sale of a controlled substance or drug paraphernalia, as defined in the Pennsylvania Controlled Substance, Drug, Device, and Cosmetic Act;
5. Possession, use, or sale of alcohol, tobacco, or electronic nicotine delivery systems; or
6. Any other conduct that constitutes a reportable offense under the Safe Schools Act.

In accordance with the Safe Schools Act, state law, the District's memorandum of understanding with the local police department, and other Board policies, the Superintendent or designee shall immediately report to the local police department required incidents and may report discretionary incidents committed on District property, at District-sponsored activities, or on transportation to or from a school sponsored activity.[\[17\]](#)[\[18\]](#)[\[23\]](#)[\[24\]](#)[\[25\]](#)

The Superintendent or designee shall notify immediately, or as soon as is practicable the parent/guardian of any student with direct involvement in an alleged act of hazing, including victim and perpetrator. At the time of notification, the Superintendent or designee shall inform the parent/guardian whether the incident has been reported to the local police department. The Superintendent or designee shall document the attempts to notify the parent/guardian.[\[18\]](#)[\[26\]](#)

Incidents of hazing shall be included on the District's annual report to the Office for Safe Schools.[\[17\]](#)

Legal

1. 18 Pa. C.S.A. 2802
2. 18 Pa. C.S.A. 2803
3. 18 Pa. C.S.A. 2804
4. 18 Pa. C.S.A. 2808
5. 18 Pa. C.S.A. 2801
6. 24 P.S. 511
7. 18 Pa. C.S.A. 2301
8. 18 Pa. C.S.A. 2806
9. Pol. 122
10. Pol. 123
11. Pol. 103
12. 24 P.S. 1317
13. 24 P.S. 1318
14. Pol. 218
15. 18 Pa. C.S.A. 2810
16. Pol. 233
17. 24 P.S. 1303-A
18. 22 PA Code 10.2
19. 35 P.S. 780-102
20. Pol. 218.2
21. Pol. 222
22. Pol. 227
23. 24 P.S. 1302.1-A
24. 22 PA Code 10.21
25. 22 PA Code 10.22
26. 22 PA Code 10.25
- 18 Pa. C.S.A. 2801 et seq
- 22 PA Code 10.23
- Pol. 113.1
- Pol. 317
- Pol. 916