

Policy ACAD - HAZING

Definitions

Maine law defines injurious hazing as “any action or situation, including harassing behavior that recklessly or intentionally endangers the mental or physical health of any school personnel or a student enrolled in a public school.”

Injurious hazing activities of any type, either on or off school property during a school activity, by any student, staff member, group or organization affiliated with this school unit, are inconsistent with the educational process and therefore will be prohibited at all times.

“Harassing behavior” includes acts of intimidation and any other conduct that recklessly or intentionally endangers the mental or physical health of a student or staff member.

“Acts of intimidation” include extortion, menacing, direct or indirect threats of violence, incidents of violence, bullying, statements or taunting of a malicious and/or derogatory nature that recklessly or intentionally endanger the mental or physical health of another person, or property damage or theft.

Hazing Prohibited

Regardless of the person’s willingness to participate, hazing activities of any type, either on or off school property, by any student, staff member, group or organization affiliated with this school unit are inconsistent with the educational process and shall be prohibited at all times

No administrator, faculty member, or other employee of the school unit shall encourage, permit, condone, or tolerate injurious hazing activities. No student, including leaders of student organizations, shall plan, encourage, or engage in injurious hazing activities.

Reporting

Students who have been hazed or who observe incidents of hazing are strongly encouraged to report this behavior to a staff member or school administrator. Staff should report hazing to the building principal. Acts of reprisal or retaliation against any person who reports an incident of hazing are prohibited. Any student who is determined to have knowingly falsely accused another of hazing shall be subject to disciplinary consequences.

Violation Consequences

Students who violate this policy may be subject to disciplinary action which may include suspension, expulsion, or other appropriate measures. Administrators, professional staff, and all other employees who violate this policy may be subject to disciplinary action up to and including dismissal.

Should an organization affiliated with this school unit participate in hazing, penalties may include rescission of permission for that organization to operate on school property or to receive any other benefit of affiliation with the school unit.

Persons not associated with this school unit who fail to abide by this policy may be subject to ejection from school property and/or other measures as may be available under the law.

These penalties shall be in addition to any civil or criminal penalties to which the violator or organization may be subject.

Delegation of Responsibility

The Superintendent will be responsible for working with school administrators and guidance staff to develop, implement and oversee procedures for:

- A. Student and parent reporting of hazing to staff and school administrators;
- B. Staff reporting of hazing to school administrators;
- C. Review of reports and investigation of hazing incidents;
- D. Intervention with and/or discipline of students who engage in hazing;
- E. Support for students who are victims of hazing;
- F. Regular, on-going training programs in hazing prevention for staff and students; and
- G. Periodic evaluation of hazing prevention, intervention, and training efforts through the WBSAU and reporting on such efforts to the Board.

The Superintendent/designee shall be responsible for administering this policy. In the event that an individual or organization disagrees with an action—or lack of action—on the part of the Superintendent/designee, that individual or organization may appeal to the Board. The ruling of the Board with respect to the provisions of this policy shall be final.

This right to appeal does not apply to student suspensions of 10 days or less or to matters submitted to grievance procedures under applicable collective bargaining agreements.

Dissemination of Policy

School employees, students, and parents/guardians shall be informed of this policy/procedure through handbooks and/or other means selected by the school administration.

Legal Reference:

20-A MRS § 6553

Cross Reference:

ACAA: Harassment and Sexual Harassment of Students
ACAB: Harassment and Sexual Harassment of Employees
JICIA: Weapons, Violence and School Safety
JICK: Bullying

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