



SECTION: 554
TITLE: HAZING

NESHAMINY SCHOOL DISTRICT

1	I. Purpose	The purpose of this policy is to maintain a safe, positive environment for	1
2		students and staff that is free from hazing. Hazing activities of any type are	2
3		inconsistent with the educational goals of the district and are prohibited at all	3
4		times.	4
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6	II. Definitions	For purposes of this policy, hazing is defined as any action or situation which	6
7	24 P.S. Sec. 5352	recklessly or intentionally endangers the mental or physical health or safety	7
8		of a person or which willfully destroys or removes public or private property	8
9		for the purpose of initiation or admission into or affiliation with, or as a	9
10		condition of continued membership in, any organization. The term shall	10
11		include, but not limited to:	11
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13		1. Any brutality of a physical nature, such as whipping, beating, branding;	13
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15		2. Forced calisthenics;	15
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17		3. Exposure to the elements;	17
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19		4. Forced consumption of any food, liquor, drug or other substance;	19
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21		5. Any other forced physical activity which could adversely affect the physical	21
22		health and safety of the individual, and shall include any activity which	22
23		would subject the individual to extreme mental stress, such as sleep	23
24		deprivation, forced exclusion from social contact, forced conduct which is	24
25		intended to or could result in humiliation, extreme embarrassment, or	25
26		any other forced activity which could adversely affect the mental health or	26
27		dignity of the individual; or	27
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29	24 P.S. Sec. 5352	For purposes of this policy, any activity, as described above, upon which the	29
30		initiation or admission into or affiliation with or continued membership in an	30
31		organization is directly or indirectly conditioned shall be presumed to be	31
32		"forced" activity, the willingness of an individual to participate in such	32
33		activity notwithstanding.	33
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36		For purposes of this policy, student activity or organization is defined as any	36
37		organization, team, club, society, or group operating under the sanction of or	37
38		recognized as an organization by the district.	38
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40	III. Authority	The Board prohibits hazing in connection with any student activity or	40
41	24 P.S. Sec. 5354	organization regardless of whether the conduct occurs on or off school	41
42		property or outside of school hours. Conduct that constitutes sexual and/or	42
43		gendered-based harassment and/or bullying is also prohibited under this	43
44		policy.	44
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46		No student, parent/guardian, coach, sponsor, volunteer or district employee	46
47		representing the district, shall engage in, condone or ignore any form of	47
48		hazing.	48
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50		The Board encourages students who have been subjected to hazing or who	50
51		observe incidents of hazing to promptly report such incidents to the building	51
52		principal.	52
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54	IV. Delegation of	Students, parents/guardians, coaches, sponsors, volunteers, and district	54
55	Responsibility	employees representing the district, must be alert to incidents of hazing and	55
56		shall report such conduct to the building principal.	56
57			57
58		District administrators shall investigate promptly all complaints of hazing and	58
59		administer appropriate discipline to any individual or student activity or	59
60		organization found to be in violation of this policy.	60
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62	V. Guidelines	In addition to posting this policy on the District's website, the district shall	62
63	24 P.S. Sec. 5354	annually inform students, parents/guardians, sponsors, volunteers and	63
64		district employees representing the district, that hazing is prohibited, by	64
65		means of	65
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67		1. Distribution of written policy by posting of the policy on the District's	67
68		website and publication in student and/or parent handbooks or agenda	68
69		books.	69
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71		2. Presentation at an assembly.	71
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73		3. Verbal instructions by the coach or sponsor at the start of the season or	73
74		program and	74
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76		4. Posting of notice/signs.	76
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78	24 P.S. Sec. 5354	This policy, along with other applicable district policies, procedures and Codes	78
79		of Conduct, shall be provided to all school athletic coaches, and all sponsors	79
80		and volunteers affiliated with a student activity or organization annually or	80
81		prior to coaching an athletic activity or serving as a responsible adult	81
82		supervising, advising, assisting or otherwise participating in a student	82
83		activity.	83
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85		<u>Complaint Procedure</u>	85
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87		When a student believes that s/he has been subject to hazing, the student	87
88		shall promptly report the incident, orally or in writing, to the building	88
89		principal.	89
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91		The principal shall conduct a timely, impartial, thorough, and comprehensive	91
92		investigation of the alleged hazing.	92
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94		The principal shall prepare a written report summarizing the investigation	94
95		and recommending disposition of the complaint.	95
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97		The district shall document the corrective action taken.	97
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100		<u>Consequences for Violations</u>	100
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102	24 P.S. Sec. 5354	If the investigation results in a substantiated finding of hazing, the principal	102
103		shall recommend appropriate disciplinary action up to and including	103
104		expulsion, as circumstances warrant, in accordance with the Code of Student	104
105		Conduct. Additionally, the student may be subject to disciplinary action by the	105
106		coach or sponsor, up to and including removal from the activity.	106
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108		Building principals shall take such disciplinary action for violations of this	108
109		policy as is appropriate and with their authority.	109
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111		If the investigation results in a substantiated finding that a coach, sponsor, or	111
112		volunteer affiliated with the student activity or organization engaged in,	112
113		condoned or ignored any violation of this policy, s/he shall be disciplined in	113
114		accordance with Board policy and applicable laws and regulations. Discipline	114
115		could include, but is not limited to, dismissal from the position as coach,	115
116		sponsor, or volunteer, and/or dismissal from district employment.	116
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118		If a student activity or organization authorizes hazing in blatant disregard of	118
119		this policy or other applicable district rules, penalties may also include	119
120		recession of permission for that organization to operate on school property or	120
121		to otherwise operate under the sanction or recognition of the district.	121
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123	24 P.S. Sec. 5353	Any person who causes or participates in hazing may also be subject to a	123
124		criminal investigation.	124
125			125
126		Act of May. 24, 2016, P.L. 229, No. 31	126
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