



Book	Policy Manual
Section	5000 Students
Title	STUDENT HAZING
Code	po5516
Status	Active
Legal	F.S. 1001.43, 1006.135
Adopted	September 4, 2012

#### 5516 - **STUDENT HAZING**

Hazing activities of any type as a condition for membership and/or participation in a District club or activity or a non-district sponsored club or activity, or for acceptance by any group of students, are inconsistent with and disruptive to the educational process, and prohibited at any time in school facilities, on school property, and/or off school property if the misconduct is connected to activities or incidents that have occurred on school property. No administrator, faculty member, or other School Board employee shall encourage, permit, authorize, condone, or tolerate any hazing activities. No student shall plan, encourage, or engage in any hazing. No volunteer of the School District shall plan, direct, encourage, aid, condone, or engage in hazing.

Hazing is defined as performing any act or coercing another, including the victim, to perform any act that causes or creates a substantial risk of causing mental or physical harm. "Hazing" includes, but is not limited to, pressuring or coercing the student into violating State or Federal law, any brutality of a physical nature, such as whipping, beating, branding, exposure to the elements, forced consumption of any food, liquor, drug, or other substance, or other forced physical activity that could adversely affect the physical health or safety of the student, and also includes any activity that would subject the student to extreme mental stress, such as sleep deprivation, forced exclusion from social contact, forced conduct that could result in extreme embarrassment, or other forced activity that could adversely affect the mental health or dignity of the student. Hazing does not include customary athletic events or other similar contests or competitions or any activity or conduct that furthers a legal and legitimate objective. Permission, consent, or assumption of risk by an individual subjected to hazing shall not lessen the prohibitions contained in this policy.

Administrators, faculty members, and other employees of the Board shall be alert particularly to possible situations, circumstances, or events that might include hazing. If hazing or planned hazing is discovered, the students involved shall be informed by the discoverer of the prohibitions contained in this policy and shall be ordered to end all hazing activities or planned activities immediately. All hazing incidents shall be reported immediately to the Superintendent. Students, administrators, faculty members, and other employees who fail to abide by this policy may be subject to disciplinary action and may be held personally liable for civil and criminal penalties in accordance with law.

This policy applies to hazing behavior that occurs on or off school property and before, during, and after school hours.

A person who engages in an act that violates school policy or law in order to be initiated into or affiliated with a student organization shall be subject to discipline for that act.

#### Reporting

Any person who believes that s/he has been the victim of hazing or any person with knowledge or belief of conduct that may constitute hazing shall report the alleged acts immediately to the Principal or the Superintendent.

Submission of a good faith report of hazing will not affect a person's future employment, grades, or work assignments.

#### School District Action

The Principal or Superintendent will investigate all complaints of hazing and will discipline or take appropriate action against any student, employee, or volunteer of the School District found to have violated this policy.

The Principal or Superintendent may take immediate steps, at its discretion, to protect individuals pending completion of the investigation.

Upon completion of the investigation, the Principal or Superintendent will take appropriate action. Such action may include, but is not limited to warning, suspension, expulsion, exclusion, transfer, remediation, or termination.

#### Retaliation

The Principal or Superintendent will discipline any student, employee, or volunteer of the School District who retaliates against any person who makes a good faith report or who testifies or otherwise assists in an investigation, hearing, or other proceeding relating to such hazing. Retaliation includes, but it is not limited to any form of intimidation, reprisal, or harassment.

The Superintendent shall distribute this policy to all students and Board employees, and shall incorporate it into building, staff, and student handbooks. It shall also be the subject of discussion at employee staff meetings or in-service programs.

Administrators, staff members, and volunteers shall not intentionally remain ignorant of hazing or potential hazing activities.

Effective 9/5/12

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