

PROCEDURE 526 – HAZING PROHIBITION

I. Definitions

- A. Hazing means committing an act against a student, or coercing a student into committing an act, that creates a substantial risk or harm to a person, in order for the student to be initiated into or affiliated with a student organization, or for any other purpose. The term hazing includes, but is not limited to:
 - 1. Any type of physical brutality such as whipping, beating, striking, branding, electronic shocking or placing a harmful substance on the body. Any type of physical activity such as sleep deprivation, exposure to weather, confinement in a restricted area, calisthenics or other activity that subjects the student to an unreasonable risk of harm or that adversely affects the mental or physical health or safety of the student. Any activity involving the consumption of any alcoholic beverage, drug, tobacco product or any other food, liquid, or substance that subjects the student to an unreasonable risk of harm or that adversely affects the mental or physical health or safety of the student. Any activity that intimidates or threatens the student with ostracism, that subjects a student to extreme mental stress, embarrassment, shame or humiliation, that adversely affects the mental health or dignity of the student or discourages the student from remaining in school.
 - 2. Any activity that causes or requires the student to perform a task that involves violation of state or federal law or of District policies or regulations.
- B. Student organization means a group, club or organization having students as its primary members or participants, including grade levels, classes, teams, co-curricular and extracurricular activities, and particular school events. A student organization does not have to be an official school organization to come within the terms of this definition.

II. Reporting Procedures

- A. The Principal is the person responsible for receiving reports of hazing at the building level. Any person may report hazing directly to the District Human Rights Officer.
- B. Any student who believes he or she has been the victim of hazing or any person with knowledge or belief of conduct which may constitute hazing will report the alleged acts immediately to the Principal.
- C. Employees and agents of the District will be particularly alert to possible situations, circumstances, or events which might include hazing. Any such person who receives

a report of, observes, or has other knowledge or belief of conduct which may constitute hazing will inform the Principal immediately.

- D. Submission of a good faith complaint or report of hazing will not affect the complainant or reporter's future employment, grades, or work assignments. The District will discipline any individual who retaliates against a person who reports, testifies, or participates in any investigation or proceeding related to student hazing.

III. Investigation and School District Action

- A. Complaints and reports of hazing perpetrated by a student will be investigated by the building administration. Disciplinary action will be taken in accordance with Policy 506 – Student Discipline and building procedures.
- B. Complaints of hazing perpetrated by an employee or agent of the District against a student must be reported and investigated as directed in Policy 414 – Mandatory Reporting of Child Neglect and Physical or Sexual Abuse and as required by M.S. 626.556 - Maltreatment of Minors. Upon a finding of violation of this Policy 526 - Hazing Prohibition, the District will enforce appropriate disciplinary action.

IV. Notification

Policy 526 – Hazing Prohibition will be included in all student, parent, and staff handbooks.

Procedure 526 Dated: 12/7/99
(formerly Procedure 5424)

Procedure Dated: 2/17/98

Cross References

Policy 506 – Student Discipline

Policy 414 – Mandatory Reporting of Child Neglect, Physical or Sexual Abuse

Legal References

M.S. 121A.69 – Hazing Policy

M.S. 626.556 - Maltreatment of Procedure

School Board
INDEPENDENT SCHOOL DISTRICT 279
Maple Grove, Minnesota