

 POLICY REGULATION	REGULATION TITLE: Hazing
	CODE: JICFA – R
	LEAD DEPARTMENT: Academic Excellence

Hazing Definitions

- “Hazing” means committing an act against a student or coercing a student into committing an act that creates a risk of harm to a person, in order for the student to be initiated into or affiliated with a “student organization” (See Section B below) or for any other purpose. The term hazing includes, but is not limited to:
 - 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 activities that subject the student to a risk of harm or that adversely affect the mental or physical health or safety of the student.
 - Any activity involving the consumption of alcoholic beverages, drugs, tobacco products, or any other food, liquid, or substance that subjects the student to a 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 undue 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.
 - Any activity that causes or requires the student to perform a task that involves violation of city ordinance, state or federal law, or School District policies or regulations.

- “Student organization” may refer to a school, a group, a club, or an organization having students as the primary members or participants. It may also refer to grade levels, classes, teams, activities or particular school events. A “student organization” does not have to be an official, recognized school entity to come within the terms of this definition.

Reporting Procedures

- Any person who believes he or she has been a victim of hazing or any person with knowledge or belief of conduct that may constitute hazing shall report the alleged acts immediately to the building principal.

- Teachers, administrators, volunteers, contractors, and other employees of the School District shall be particularly alert to possible situations, circumstances, or events that might include hazing. Any such person who receives a report of, observes, or has other knowledge or belief of conduct that may constitute hazing shall inform the principal immediately.
- Submission of a good faith complaint or report of hazing will not affect the complainant or reporter's future employment, grades, or work assignments.

School District Action

- Staff members must report the incident to the principal or designee, in writing, with such details as may have been provided. A failure by a staff member to timely inform the school administrator or designee of a hazing allegation or their observation of an incident of hazing may subject the staff member to disciplinary action in accord with District policies.
- Upon receipt of a complaint or report of bullying, the principal shall undertake or authorize an investigation.
- The school district may take immediate steps, at its discretion, to protect the complainant, reporter, students, or others pending completion of an investigation of bullying.
- Upon completion of the investigation, the school district will take appropriate action. Such action may include, but is not limited to, warning, suspension, exclusion, expulsion, transfer, remediation, termination, or discharge. Disciplinary consequences will be sufficiently severe to try to deter violations and to appropriately discipline prohibited behavior.
- The school district is not authorized to disclose to a victim private educational or personnel data regarding an alleged perpetrator who is a student or employee of the school district. All staff will maintain confidentiality of the incident and all parties involved.
- An appeal of the investigative outcome may be made to the supervisor of the investigator. This appeal must be in writing. The final decision of appeals will be with the Academic Excellence Office.

Reprisal

The School District will discipline or take appropriate action against any student, teacher, administrator, volunteer, contractor or other employee of the School District who retaliates against any person who makes a good faith report of alleged hazing or against any person who testifies, assists, or participates in an investigation, or against any person who testifies, assists or participates in a proceeding or hearing relating to such hazing. Retaliation includes, but is not limited to, any form of intimidation, reprisal or harassment.

Adopted: October 5, 2004

Revision:

Legal Ref: A.R.S. 15-341
15-2301

Future Cross Ref: GBEB Staff Conduct
JIC Student Conduct
JII Student Concerns, Complaints and Grievances
JK Student Discipline
JKD Student Suspension
JKE Student Expulsion
JICF Secret Societies/ Gang Activities
KFA Public Conduct on School Property