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ANTI-HAZING

BOARD ADOPTED JUNE 17, 2024

214 ANTI-HAZING

A. PURPOSE

1. The purpose of this policy is to maintain a safe, positive environment for students and staff that is free from hazing. Hazing activities of any type are inconsistent with the educational goals of the Intermediate Unit and are prohibited at all times.

B. DEFINITIONS

1. **Hazing** occurs when a person intentionally, knowingly, or recklessly, for the purpose of initiating, admitting or affiliating a student with an organization, or for the purpose of continuing or enhancing membership or status in an organization, causes, coerces or forces a student to do any of the following:
 - a. Violate federal or state criminal law.
 - b. Consume any food, liquid, alcoholic liquid, drug or other substance which subjects the student to a risk of emotional or physical harm.
 - c. Endure brutality of a physical nature, including whipping, beating, branding, calisthenics, or exposure to the elements.
 - d. Endure brutality of a mental nature, including activity adversely affecting the mental health or dignity of the individual, sleep deprivation, exclusion from social contact or conduct that could result in extreme embarrassment.
 - e. Endure brutality of a sexual nature.
 - f. Endure any other activity that creates a reasonable likelihood of bodily injury to the student.
2. **Aggravated hazing** occurs when a person commits an act of hazing that results in serious bodily injury or death to the student and:
 - a. The person acts with reckless indifference to the health and safety of the student; or
 - b. The person causes, coerces, or forces the consumption of an alcoholic liquid or drug by the student.
3. **Organizational hazing** occurs when an organization intentionally, knowingly, or recklessly promotes or facilitates hazing.
4. **Student activity or organization** means any activity, society, corps, team, club, or service, social or similar group, operating under the sanction of or recognized as an organization by the Intermediate Unit, whose members are primarily students or alumni of the organization.

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- 33 5. **Bodily injury** shall mean impairment of physical condition or substantial pain.
34 6. **Serious bodily injury** shall mean bodily injury which creates a substantial risk of death, or
35 which causes serious, permanent disfigurement, or protracted loss or impairment of the function
36 of any bodily member or organ.

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38 C. AUTHORITY

- 39 1. The Board does not condone any form of initiation or harassment, known as hazing, as part of any
40 Intermediate Unit sponsored student activity.
41 2. No student, coach, activity sponsor, volunteer, contractors, or Intermediate Unit employee shall
42 plan, direct, encourage, permit, condone, assist or engage in any hazing activity.
43 3. Students who have been subjected to hazing should promptly report such incidents to the program
44 supervisor.
45 4. Coaches, activity sponsors, volunteers, contractors, or Intermediate Unit employees shall be alert
46 to incidents of hazing and shall promptly report such conduct to a CLIU Administrator.
47 5. The Intermediate Unit will investigate all complaints of hazing and will administer appropriate
48 discipline to any individual who violates this policy.
49 6. Complaints or other reports of hazing may also be referred to the appropriate law enforcement
50 agency for investigation, as determined by the Executive Director or designee.
51 7. Confidentiality of all parties, witnesses, the allegations, the filing of a complaint and the
52 investigation shall be maintained in accordance with law and the Intermediate Unit's legal and
53 investigative obligations.
54 8. Reprisal or retaliation relating to reports of hazing or participation in an investigation of
55 allegations of hazing is prohibited and shall be subject to disciplinary action.

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57 D. VIOLATION

- 58 1. Any activity, as described in Section B of this Policy, shall be deemed a violation of this policy
59 regardless of whether:
60 a. The consent of the student was sought or obtained, or
61 b. The conduct was sanctioned or approved by the school or organization.

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63 E. DELEGATION OF RESPONSIBILITY

- 64 1. Intermediate Unit administrators shall investigate promptly all complaints of hazing and

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- 65 administer appropriate discipline to any individual who violates this policy.
- 66 2. Students, administrators, coaches, sponsors, volunteers, and Intermediate Unit employees shall be
- 67 alert to incidents of hazing and shall report such conduct to the Intermediate Unit administration.