

## **HAZING POLICIES**

### **HAZING**

#### **Hazing of any kind is not permitted.**

Norwalk Public Schools' Administration will strictly enforce any resultant action of hazing by any NPS athlete or coach. Coaches are responsible and obligated to inform their teams on this policy. A student/athlete who is involved in any hazing incident will be subject to immediate team dismissal and/or face the regular school discipline code's consequences.

#### **I. 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, or for any other purpose. The term hazing includes, but is not limited to:

- A. Any type of physical brutality such as whipping, beating, striking, branding, electronic shocking, or placing a harmful substance in the body.
- B. Any type of physical activity such as sleep deprivation, exposure to weather, confinement in a restricted area, calisthenics, or other activity that subject the student to a risk of harm or that adversely affects the mental or physical health or safety of the student.
- C. Any activity involving the consumption of any alcoholic beverage, drug, tobacco product or any other food, liquid, or substance that subject the student to unreasonable risk of harm or that adversely affects the mental or physical health or safety of the student.
- D. Any activity that intimidates or threatens the student with ostracism, that subjects the student to stress, embarrassment, shame or humiliation, that adversely affects the mental health or dignity of the student or discourages the student from remaining in school.
- E. Any activity that causes or requires the student to perform a task that involves violation of state or federal law or of school district policies or regulations.

#### **II. Reporting Procedures**

- A. Any person who believes he or she has been the victim of hazing or any person with knowledge or belief of conduct, which may constitute hazing, shall report the alleged acts immediately to an appropriate school district official designated by this policy.
- B. The building principal is the person responsible for receiving reports of hazing at the building level. Any person may report hazing directly to the Assistant Superintendent or to the Superintendent.
- C. Teachers, coaches, athletic directors, 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 building principal immediately.
- D. Submission of a good faith complaint or report of hazing will not affect the complainant or reporter's future employment, grades, work assignments or activity participation (i.e. clubs; athletics; band; etc.).

### III. Investigation Procedure

- A. Upon receipt of a complaint or report of hazing, the school district shall undertake or authorize an investigation by school district officials or a third party designated by the school district.
- B. The school district may take immediate steps, at its discretion, to protect the complainant, reporter, students, or others pending completion of an investigation of hazing.
- C. 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 deter violations and to appropriately discipline prohibited behavior. School district action taken for violation of this policy will be consistent with the requirements of applicable collective bargaining agreements, applicable statutory authority, including school district policies and regulations.

### IV. Reprisal

The school district will discipline or take appropriate action against any student, teacher, coach, athletic director, 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 to such hazing. Retaliation includes, but is not limited to, any form of intimidation, reprisal, or harassment.

### V. Dissemination of Policy

Reference to this policy will appear in each school's parent and/or student handbook and in each school's staff handbook. Prior to participation in any school club, organization, or athletic team the student must sign and date a statement that they fully understand the Hazing policy. It is the responsibility of the club advisor, coach or activity director to share the policy yearly with student participants and obtain their signature on the statement form (Appendix A) and file for a period of one year.

**References:** Sec. 53-23a, Hazing, General Statutes of Connecticut

### VI. Definition of Bullying

Bullying is defined as any overt act or acts by a student or a group of students directed against another student, which are repeated against the same student over time, with the intent to ridicule, humiliate or intimidate the other student while on school grounds (including transportation) or at a school-sponsored activity.

**References:** P.A. Act 02-119, An Act Concerning Bullying Behavior in Schools and Concerning the Pledge of Allegiance

