

**Addison Northeast Supervisory Union and Member School Districts
(Bristol, Lincoln, Monkton, Mt. Abraham Union High, New Haven,
Starksboro)
Boards of Directors' Policy**

Policy Area: Students: F5

Policy Subject: **HAZING**

It is the policy of ANESU and its member school districts that the ANESU schools are safe, orderly, civil, and positive learning environments. Hazing has no place in the schools and will not be tolerated. Accordingly, the ANESU member school districts adopt the following policy and procedures to prohibit hazing and will ensure the enforcement thereof.

Definitions:

“Hazing” means any act committed by a person, whether individually or in concert with others, against a student in connection with pledging, being initiated into, affiliating with, holding office in, or maintaining membership in any organization which is affiliated with the Addison Northeast Supervisory Union or its member school districts; and which is intended to have the effect of , or should reasonably be expected to have the effect of, humiliating, intimidating or demeaning the student or endangering the mental or physical health of the student. “Hazing” also includes soliciting, directing, aiding, or otherwise participating actively or passively in the above acts. This policy covers the acts of hazing whether it occurs on or off school grounds.

Examples of hazing include:

1. Any type of physical brutality such as whipping, beating, striking, branding, electrical shocks, placing a harmful substance on or in the body, or other similar activity; or
2. Any type of physical activity such as sleep deprivation, exposure to the elements, confinement in a small space, or other activity that creates or results in an unreasonable risk of harm or that adversely affects the mental or physical health or safety of the student; or
3. Any activity involving consumption of food, liquid, alcoholic beverage, liquor, drugs, or other substances that subjects a student to an unreasonable risk of harm; or

4. Any activity that induces, causes, or requires a student to perform a duty or task, which involves the commission of a crime or an act of hazing.

Hazing shall not include any activity or conduct that furthers the legitimate curricular, extracurricular, or military training program goals provided that the goals are approved by the School Board and provided that the activity or conduct furthers those goals in a manner that is appropriate, contemplated by the School Board, and normal and customary for similar public school programs. Hazing shall not include reasonable athletic training exercises.

“Organization” means athletic team, society, club, or other similar group, whose members primarily are students of the Addison Northeast Supervisory Union member schools, and which is affiliated with Addison Northeast Supervisory Union.

“Pledging” means any action or activity related to becoming a member of an organization.

“Student” means any person who:

1. is enrolled in any school or program operated by Addison Northeast Supervisory Union,
2. has been accepted for admission into any school or program operated by the Addison Northeast Supervisory Union, or
3. intends to enroll in any school or program operated by Addison Northeast Supervisory Union during any of its regular sessions after an official academic break.

	ANESU	Beeman	Bristol	Lincoln	Monkton	Mt. Abraham	Robinson
Date Warned	4/30/10	4/30/10	5/11/10	5/24/10	4/30/10	6/9/10	4/30/10
Date Adopted	5/26/10	5/11/10	6/14/10	6/21/10	5/13/10	6/22/10	5/12/10

Procedures – Hazing

Notification of Hazing Policy

Annually, the student handbook, which shall be presented to students prior to the commencement of any academic courses, shall contain:

1. a description of this hazing policy in age-appropriate language;
2. examples of hazing, and
3. a list of those persons whom the Board has designated to receive reports of hazing.

The Principal and/or his/her designee shall effectively inform students about the substance of this hazing policy and procedures by presenting this policy at the first class meeting/assembly of the school year.

Each student who participates in a co- or extra-curricular activity that begins prior to the commencement of any academic courses shall be provided by the coach or supervisor of the co- or extra-curricular activity copy of the excerpt from the student handbook regarding the hazing policy prior to the first practice session. Each coach or supervisor of a co- or extra-curricular activity shall orally explain to the participants the prohibition against hazing, the reasons for the prohibition, and the potential consequences to participants and, in the case of a club or an athletic team, the club or team itself.

Annually, custodial parents and guardians of students and each student who participates in a co- or extra-curricular activity that begins prior to the commencement of any academic courses shall be provided a copy of this hazing policy prior to the commencement of co- or extra-curricular activities.

Annually, staff members shall be provided with a copy of this hazing policy prior to the opening of school. Coaches or supervisors of co- or extra-curricular activities shall be provided a copy of this hazing policy upon employment by Addison Northeast Supervisory Union.

Reporting of Hazing

Students who have reason to believe that an incident of hazing might or did occur shall report such belief to any coach of an extracurricular team, teacher, school nurse, guidance counselor, or school administrator. Staff members who have received such a report from a student or who otherwise have reason to believe that an incident of hazing might or did occur shall report

such belief to the principal of the school or his/her designee. The Principal or the Associate Principal shall ensure that the report is recorded in writing.

It shall be a violation of this policy for a person to retaliate against a student or other person for reporting a suspected incident of hazing or cooperating in any investigation or disciplinary proceeding regarding an incident of hazing.

It is possible that an incident of hazing might also fall within the definition of abuse, neglect, or exploitation as those terms are defined in 33 V.S.A. §4912(2) and 33 V.S.A. §6902(1), (7) and (9). To the extent a staff member is a mandatory reporter of suspected child abuse or neglect or abuse of disabled adults, reporting a suspected incident of hazing to the principal does not relieve the reporter of any obligations additionally to report such suspicions to the Commissioner of the Vermont Department of Social and Rehabilitation Services as set forth in 33 V.S.A. §4914 or the Commissioner of the Department of Aging and Disabilities as set forth in 33 V.S.A. §6904.

Investigation of Reports of Hazing

The principal, or his/her designee, upon receipt of a report of hazing, promptly shall cause an investigation to commence. The investigation shall be timely and thorough. The findings and conclusions of the investigation shall be reduced to writing. Unless there are exceptional circumstances, the investigation shall be concluded within ten school days.

Disciplinary Action

If the investigation concludes a student committed an act of hazing or otherwise violated this policy, that student shall be subject to appropriate disciplinary action, including but not limited to suspension or expulsion from co- or extra-curricular activities or from school. Any disciplinary action against a student shall be subject to the procedures set forth in the Student Handbook and the Suspension and Dismissal Procedures of this Policy Manual.

If the investigation concludes that two or more students from the same athletic team or other co- or extra-curricular activity directed, engaged in, aided or otherwise participated in, actively or passively, an incident of hazing, disciplinary action may be imposed against the team or activity, including cancellation of one or more athletic contests or the entire athletic season.

It is not a defense in a disciplinary proceeding under this policy that the person against whom the hazing was directed consented to or acquiesced in the hazing activity.

Nothing in this policy shall limit or preclude the Addison Northeast Supervisory Union or its member school districts from disciplining a student or other person affiliated with the Addison Northeast Supervisory Union and its member school districts under any other Addison Northeast Supervisory Union policy as well as under the terms of this policy.

Training of Staff

The principal shall ensure that each staff member, coach, and supervisor of co- or extra-curricular activities shall receive training in preventing, recognizing, and responding to hazing. At minimum, the principal shall provide an annual overview of this policy prior to the start of school.

Reporting Incidents of Hazing to Law Enforcement Officials

All staff members, coaches, and supervisors of co- and extra-curricular activities are subject to the confidentiality requirements of the Family Education Rights and Privacy Act of 1974. If the information is obtained through means other than student records, the restrictions of FERPA may not apply. If information is derived from student records which is personally identifiable, such information may not be disclosed without parental consent unless it meets one or more of the exceptions specified in 34 CFR 99. If the circumstances meet the conditions set forth in one of those exceptions, the reporting of hazing to law enforcement officials may be permitted. Those relevant exceptions are:

1. Where there is a health or safety emergency;
2. Where the information has been subpoenaed, or
3. Where the records in question are created and maintained by a law enforcement unit established by the school.