

It is the policy of the District that no student or employee of the District shall participate in or be a member of any secret fraternity or secret organization that is in any degree related to the school or to a school activity. No student organization or any person associated with any organization sanctioned by the Board of Education shall engage or participate in hazing. For the purposes of this policy, hazing is defined as an activity which recklessly or intentionally endangers the mental or physical health or safety of a student for the purpose of initiation or admission into or affiliation with any organization sanctioned or authorized by the Board of Education.

"Endanger the physical health" shall include, but is not limited to, any brutality of a physical nature, such as whipping; beating; branding; forced calisthenics; exposure to the elements; forced consumption of any food, alcoholic beverage, drug or controlled dangerous substance; or any forced physical activity which could adversely affect the physical health or safety of the individual.

"Endanger the mental health" shall include any activity, except those activities authorized by law, which would subject the individual to extreme mental stress, such as prolonged sleep deprivation, forced prolonged exclusion from social contact which could result in extreme embarrassment, or any other forced activity which could adversely affect the mental health or dignity of the individual.

Any hazing activity upon which the initiation or admission into or affiliation with an organization sanctioned or authorized by the Board of Education is conditioned, directly or indirectly, shall be presumed to be a forced activity, even if the student willingly participates in such activity.

This policy is not intended to deprive School District authorities from taking necessary and appropriate disciplinary action toward any student or employee. Students or employees who violate this policy will be subject to disciplinary action which may include expulsion for students and employment termination for employees.

A copy of this policy will be included in all school handbooks, provided to coaches and all staff.

Legal Reference:

RSA 631:7, Student Hazing

New Hampshire Code of Administrative Rules, Section Ed 306.04(a)(7), Student Hazing

Approved KBE: November 10, 2009

ADMINISTRATIVE PROCEDURE TO ACCOMPANY POLICY JICFA,
HAZING

Bullying is conduct which subjects a pupil to insults, taunts, or challenges, whether verbal or physical in nature, which are likely to intimidate or provoke a violent or disorderly response from the pupil.

Report of Hazing (In accordance with RSA 193-F:3(II):

Any school employee or employee of a company under contract with the district who has witnessed or has reliable information that a pupil has been subjected to hazing shall report such incident to the principal of the pupil's school who shall further report the incident to the superintendent.

1. **Designee**

The principal of a school may designate in writing additional staff at the school to receive the initial report of hazing and to make a report to both the principal and the further report to the superintendent. A report to or from an assistant principal shall be deemed a report to or from the principal. A report to the assistant superintendent shall be deemed a report to the superintendent.

2. **Time of Report**

It is generally expected that the initial report of hazing to the principal or the principal's designee shall be accomplished either the same school day as the incident or the next school day. The principal and/or designee shall make the further report of the incident to the superintendent in a timely fashion after receipt of the initial report.

3. **Report in Writing**

The principal shall be responsible for making sure that a satisfactory description of the hazing incident is reduced to writing and received by the superintendent. In many situations, this report of the incident to the superintendent may be combined with the written results of the investigation (see section 6 below). Use of a district-wide hazing incident report form or the school's regular disciplinary report/referral form is generally preferable.

4. **Immediate Attention**

The principal, in such consultation with teachers and counselors or supervisor of the accused aggressor, and the victim as the principal may deem useful, shall endeavor to promptly address any immediate concerns as may arise from the incident. The principal shall consider here safety, recurrence, retaliation, and the immediate psychological needs of affected pupils.

5. **Investigation**

Unless directed otherwise by the superintendent, the principal/assistant principal shall conduct an investigation of the reported incident. This investigation may be assigned to a school counselor or other professional staff member deemed appropriate to investigate the incident. It would generally be expected that the investigator shall interview separately the accused aggressor, the victim, and other witnesses. Nevertheless, the investigation shall, at all times, be age-appropriate and may thereby require different methods. Teachers, counselors, other staff members, parents, and others may provide insight and relevant evidence even if not direct witnesses to the incident. In many instances, a successful investigation might conclude without need for a finding of the specific facts to the incident if all pertinent parties and the

investigator conclude that the accused aggressor will not repeat instances of hazing, and there is unlikely to be an undesired response from the victim.

6. Written Results of the Investigation

The investigator shall direct a report in writing to the superintendent with a copy to the principal. The report shall address: (1) factual findings; (2) recommended course of action to assist the accused aggressor; (3) recommended course of action to assist the victim; (4) recommended disciplinary measures; and (5) other issues deemed pertinent by the investigator. It would generally be expected that the investigation and the written results shall be concluded within twenty (20) calendar days after receipt of the initial report. In many situations, this investigation report to the superintendent may be combined with the report of the incident (see section 3 above.)

7. Discipline

A founded act of hazing may result in discipline. If the principal is the investigator, the principal may begin the imposition of discipline immediately upon determination that an act of hazing took place. Discipline for an incident of hazing may include suspension and/or expulsion in accordance with Policy JICD. The prior disciplinary history and educational record of the aggressor shall be reviewed in the course of the imposition of discipline.

8. School Handbooks

Each school handbook which is distributed to pupils and parents at the start of the school year shall reference that "The school is committed to providing a safe school environment in which the members of the school community are treated with respect." Hazing interferes with this proper school environment. Accordingly, the school follows a procedure intended to minimize and prevent hazing by dealing with such acts of verbal or physical abuse. See Keene School District Policy and Procedure JICFA. The handbooks may contain such further statements intended to minimize the occurrence of hazing as the principal may determine is useful.

9. Notice to Staff

At the beginning of each school year, and when necessary throughout the school year, the principal shall alert all staff to the hazing reporting requirements of RSA 193-F and this policy and procedure.

Approved: K - 6/12/01

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Approved KBE: November 10, 2009

**KEENE SCHOOL DISTRICT
HAZING REPORT FORM**

(to be forwarded to the Superintendent/copy retained by Principal)

1. Name of school and principal/designee: _____
2. Name of person making initial report: _____
3. Name(s) of aggressor: _____
4. Name(s) of victim: _____
5. Date(s)/time(s) of the incident: _____

6. Physical contact? Yes No

7. Does the reporter believe there is an ongoing safety issue and/or ongoing significant problem which may require immediate attention prior to the completion of an investigation?

If yes, describe the nature of the issue or problem. Use a separate sheet if necessary.

Yes No

8. Name(s) of other witness(es): *(If additional space is necessary, use a separate sheet. If witnesses are not school employees, provide a method of contact. Please indicate if the witness is a student.)*

9. Brief description of incident: *(If this report includes the written results of the investigation, it should include recommended courses of action to assist aggressor and/or victim and any recommended disciplinary action. Use a separate sheet, if necessary.)*

Signature of Principal or Designee

Date