

## HAZING

### Policy Statement

It is the policy of the Trumbull School District that no student or adult shall participate in or be members of any secret fraternity, sorority or secret organization that is in any degree related to the school or to a school activity. No student or adult organization or any person associated with any organization sanctioned or authorized by the Board of Education shall engage or participate in hazing.

Hazing is defined as an activity which recklessly or intentionally endangers the mental health or physical health 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 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, forced conduct which could result in extreme embarrassment, or any other forced activity which could adversely affect the mental health or dignity of the individual.

**"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 other forced physical activity which would adversely affect the physical health or safety 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, adults or employees who violate this policy will be subject to disciplinary action which may include suspension and expulsion for students and termination for employees.

Adopted: 08/15/00

**Regulations**

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 on 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 subjects 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 which might include hazing. Any such person who receives a report of, observes, or has other knowledge or belief of conduct which 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.).

**Regulations cont'd.**

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 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.

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 an activity participation statement that includes information about the Hazing policy. It is the responsibility of the athletic coach, marching band and musical director to share the policy yearly with student participants, to 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
- Trumbull Board of Education policy -  
Standard of Conduct, Policy Code: 5131

TRUMBULL PUBLIC SCHOOLS  
TRUMBULL, CONNECTICUT

**HAZING POLICY STUDENT SIGNATURE FORM**

(This form is to be used for major extracurricular activities. These major activities include:  
high school athletics; marching band; major musical activities.)

\_\_\_\_\_  
**Name of Extracurricular Activity**

\_\_\_\_\_  
**Supervisor/Title**

I have reviewed the Trumbull Public Schools Hazing policy, Policy Code: 5131.91(8/15/00),  
with my club advisor/ coach/ activity director, and the policy and regulations were explained to  
me fully.

**Student Name (Print)**

**Student Signature**

**Date Signed**

_____	_____	_____
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_____	_____	_____

\_\_\_\_\_  
**Club Advisor/Coach/Activity Director/Administrator  
Signature**

\_\_\_\_\_  
**Date Signed**

\* To be kept on file for one year by the club advisor, coach or activity director.