

## 5512 HAZING

The Board of Education believes that harassing and hazing activities of any type are inconsistent with the educational process and prohibits all such harassing and hazing behavior at any time on school premises and at school-sponsored events.

“Harassment” means repeated unprovoked aggressive behaviors of a physical or psychological nature, carried out against an individual or a group of individuals that results in harm or injury to the individual or the group. To be considered harassment, the behavior must be unwelcomed by the recipient and have the effect of creating a hostile environment.

“Hazing” means the performance of any act or the coercion of another to perform any act of initiation into any class, team, or organization that causes or creates a substantial risk of causing mental or physical harm. Permission, consent, or assumption of risk by an individual subjected to hazing shall not lessen the prohibitions contained in this policy.

All staff members shall be alert to possible circumstances or events that might include harassment and hazing. A staff member who detects harassment, planned harassment, hazing and/or planned hazing shall immediately inform the pupils involved of the prohibition against harassment and hazing and direct them to cease all hazing activities or planning for hazing. All such incidents must be reported to the building principal who shall report any incident to the Affirmative Action Officer and the Superintendent.

Any pupil organization comprised all or in part of school pupils in which are formed or perpetuated by enrolling pupils based on the decision of the members of the pupil organization and not by the free choice of any pupils are prohibited.

A staff member or pupil who fails to observe the prohibitions and mandates of this policy will be subject to discipline.

N.J.S.A. 18A:42-5; 18A:42-6

Adopted: 17 October 2000

