

Hazing Prohibition

Adopted: 03/01/2005

Modified: 03/22/2022

Last review: 3/22/2022

1 Purpose

2 The purpose of this policy is to maintain a safe learning environment for students and staff that is free
3 from hazing. Hazing activities of any type are inconsistent with the educational goals of Minnesota
4 Online High School and are prohibited at all times.

5 Policy

6 A. No student, teacher, administrator, volunteer, contractor or other employee of the school district
7 shall plan, direct, encourage, aid or engage in hazing.

8 B. No teacher, administrator, volunteer, contractor or other employee of the school district shall
9 permit, condone or tolerate hazing.

10 C. Apparent permission or consent by a person being hazed does not lessen the prohibitions
11 contained in this policy.

12 D. This policy applies to behavior that occurs on or off school property and during, before or after
13 school hours. This includes weekends, instructional and non-instructional week days.

14 E. A person who engages in an act that violates this policy or law in order to be initiated into or
15 affiliated with a student organization shall be subject to discipline for that act.

16 F. The school district will act to investigate all complaints of hazing and will discipline or take
17 appropriate action against any student, teacher, administrator, volunteer, contractor or other employee of
18 the school district who is found to have been involved in the hazing of one or more students.

19 Definitions

20 A. "Hazing" means committing an act against a student, or coercing a student into committing an act,
21 that creates a substantial risk of harm to a person in order for the student to be initiated into or affiliated
22 with a student organization. Hazing includes any activity that humiliates, degrades, or risks emotional
23 and/or physical harm, regardless of the person's willingness to participate. The term hazing includes, but
24 is not limited to:

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- 25 1. Any type of physical brutality such as whipping, beating, striking, branding, electronic
26 shocking, sexual contact, or placing a harmful substance in or on the body.

- 27 2. Any type of physical activity such as sleep deprivation, restrictions on personal hygiene,
28 exposure to weather, confinement in a restricted area, public nudity, being forced to wear
29 embarrassing or humiliating attire in public, personal servitude, calisthenics or other
30 activity that subjects the student to an unreasonable risk of harm or that adversely affects
31 the mental or physical health or safety of the student.

- 32 3. Any activity involving the consumption of any alcoholic beverage, , controlled substance
33 (prescription medication not belonging to the student, synthetic or illegal drug), tobacco
34 product or any other food, liquid, or substance that subjects the student to an unreasonable
35 risk of harm or that adversely affects the mental or physical health or safety of the student.

- 36 4. Any activity that intimidates or threatens the student with ostracism, that subjects a
37 student to extreme mental stress, embarrassment, shame or humiliation, that adversely
38 affects the mental health or dignity of the student or discourages the student from
39 remaining in school. This may include verbal abuse, such as yelling, swearing or insulting
40 the student.

- 41 5. Any activity that causes or requires the student to perform a task that involves violation of
42 state or federal law or of school district policies or regulations.

43 B. “Student organization” means a group, club or organization having students as its primary
44 members or participants. It includes grade levels, classes, teams, activities or particular school events. A
45 student organization does not have to be an official school organization to fit within the terms of this
46 definition.

47 Reporting Procedures

48 A. The executive director is the person responsible for receiving reports of hazing. Any person may
49 report hazing directly to a school employee who will report the incident immediately to the executive
50 director.

51 B. Teachers, administrators, volunteers, contractors and other employees of the school district shall
52 be particularly alert to possible situations, circumstances or events which might include hazing. Any
53 such person who receives a report of, observes, or has other knowledge or belief of conduct which may
54 constitute hazing shall inform the executive director immediately.

55 C. Any student who believes they have been the victim of hazing, or any student or staff who has
56 personally observed or has knowledge or belief that a student have been hazed shall report the alleged
57 acts immediately to the executive director.

58 D. Submission of a good faith complaint or report of hazing will not affect the complainant or
59 reporter’s future employment, grades or work assignments.

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60 School District Action

61 A. Upon receipt of a complaint or report of hazing, the school district shall undertake or authorize an
62 investigation by school district officials or a third party designated by the school district.

63 B. The school district may take immediate steps, at its discretion, to protect the complainant,
64 reporter, students, or others pending completion of an investigation of hazing.

65 C. Upon completion of the investigation, the school district will take appropriate action. Such action
66 may include, but is not limited to, warning, suspension, exclusion, expulsion, transfer, remediation,
67 termination or discharge. Disciplinary consequences will be sufficiently severe to deter violations and to
68 appropriately discipline prohibited behavior. School district action taken for violation of this policy will
69 be consistent with the requirements of applicable collective bargaining agreements, applicable statutory
70 authority, including the Minnesota Pupil Fair Dismissal Act, school district policies and regulations.

71 Retaliation

72 The school district will discipline or take appropriate action against any student, teacher, administrator,
73 volunteer, contractor or other employee of the school district who retaliates against any person who
74 makes a good faith report of alleged hazing or against any person who testifies, assists, or participates in
75 an investigation, or against any person who testifies, assists or participates in a proceeding or hearing
76 relating to such hazing. Retaliation includes, but is not limited to, any form of intimidation, reprisal or
77 harassment.

78 Dissemination of Policy and Evaluation

79 A. This policy shall be posted in the student and parent handbooks, placed in the teaching resources
80 course in the school's Learning Management System and posted to the school's website.

81 **Legal References:** Minn. Stat. § 121A.69 (Hazing Policy)

82 Minn. Stat. § 121A.40-121A.56 (Pupil Fair Dismissal Act)