

**RSU #16** (Mechanic Falls, Minot, Poland)<sup>(msm)</sup>

**Policy Code: ACAD**

**Adopted: October 2002**

**Revised: ~~October 2010~~ December 2019**

## **HAZING**

### **PHILOSOPHY:**

It is the philosophy of the RSU 16 School Board that hazing is injurious to students and will not be tolerated by any school department employees.

### **POLICY:**

Maine statute defines injurious hazing as “any action or situation, including harassing behavior that recklessly or intentionally endangers the mental or physical health of any school personnel or a student enrolled in a public school”.

“Harassing behavior” includes acts of intimidation and any other conduct that recklessly or intentionally endangers the mental or physical health of a student or staff member.

“Acts of intimidation” include extortion, menacing, direct or indirect threats of violence, incidents of violence, bullying, statements or taunting of a malicious and/or derogatory nature that recklessly or intentionally endanger the mental or physical health of another person, and property damage or theft.

No administrator, faculty member, or other employee of the school unit shall encourage, permit, condone, or tolerate injurious hazing activities. No student, including leaders of students’ organizations, shall plan, encourage, or engage in injurious hazing activities.

Students who violate this policy may be subject to disciplinary action which may include suspension, expulsions, or other appropriate measures. Administrators, professional staff, and all other employees who violate this policy may be subject to disciplinary action up to and including dismissal.

In the case of an organization affiliated with this School unit that authorizes hazing, penalties may include rescission of permission for that organization to operate on school property or to receive any other benefit of affiliation with the school unit.

Persons not associated with this school unit who fail to abide by this policy may be subject to ejection from school property and/or other measures as may be available under the law.

These penalties shall be in addition to any civil or criminal penalties to which the violator or organization may be subject.

The Superintendent/designee shall be responsible for administering this policy. In the event that an individual or organization disagrees with an action – or lack of action – on the part of the Superintendent/designee as they carry out the provisions of this policy, that individual or organization may appeal to the School board. The ruling of the School board with respect to the provisions of this policy shall be final.

This right to appeal does not apply to student suspensions of 10 days or less or to matters submitted to grievance procedures under applicable collective bargaining agreements.

A copy of this policy shall be included in all school, parent, and employee handbooks or otherwise distributed to all

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school employees and students.

**DELEGATION OF AUTHORITY:**

The School board delegates authority to implement this policy to the Superintendent of Schools who may delegate enforcement to building administrators and staff.

**REPORTS:**

Records will be kept of disciplinary actions associated with hazing and the resolution of those actions through the implementation of this policy. Yearly, a report will be filed with the Superintendent for documentation purposes.

**LEGAL REFERENCE:**

20-A MRSA § 6553

**CROSS REFERENCES:**

ACAA – Harassment and Sexual Harassment of Students

ACAB – Harassment and Sexual Harassment of Employees

JICIA – Weapons, Violence and School Safety

**SIGNATURE BLOCK:**

RSU 16 School Board

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Mary Martin, Chair

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Joe Parent, Vice Chair

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DATE

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Travis Ritchie

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Scott Lessard

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Louis Goulet

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Mike Downing

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Ed Rabasco, Jr.

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DATE

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Laura Hemond

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DATE

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Steve Holbrook

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DATE

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Melanie Harvey

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DATE

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Norm Davis

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DATE

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Julie Rioux

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Norm Beuparlant

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Chelsea Clavet

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Mike Lacasse

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