



Anti-Hazing Policy – Approved November 17, 2016

Purpose

The Board of Trustees (“Board”) of Collegium Charter School (“Collegium”), recognizes that students have the right to be physically and emotionally safe when participating in any Collegium sponsored groups or organizations. Further, the Board believes that it is critical for the Collegium to ensure students’ physical and emotional well-being through compliance with applicable federal, state and local laws.

Authority

On May 24, 2016, Sections 2 and 4 of the Act of December 15, 1986 (P.L.1595, No.175), known as the Anti-Hazing Law, were amended to apply this Law to public and private secondary schools as defined below. The amended Anti-Hazing Law was passed by the Legislature and went into effect on July 25, 2016.

Definitions

The following words and phrases when used in this Act shall have the meanings as set forth in the amended Anti-Hazing Law as passed by the Legislature:

- **Hazing.** Any action or situation which recklessly or intentionally endangers the mental or physical health or safety of a person or which willfully destroys or removes public or private property for the purpose of initiation or admission into or affiliation with, or as a condition for continued membership in, any organization. The term shall include, but not be limited to any brutality of a physical nature, such as whipping, beating, branding, forced calisthenics, exposure to the elements, forced consumption of any food, liquor, drug or other substance, or any other forced physical activity which could adversely affect the physical health and safety of the individual, and shall include any activity which would subject the individual to extreme mental stress, such as sleep deprivation, forced 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, or any willful destruction or removal of public or private property. For purposes of this definition, any activity as described in this definition upon which the initiation or admission into or affiliation with or continued membership in an organization is directly or indirectly conditioned shall be presumed to be "forced" activity, the willingness of an individual to participate in such activity notwithstanding.

- **Secondary school:** Any public or private school within this Commonwealth providing instruction in grades 7 through 12 or any combination of those grades.

Application:

The Anti-Hazing policy applies to all grade 7-12 Collegium groups and individuals, including athletic groups, music groups, student government, student clubs, or those who attend events or activities sponsored, organized, or supported in any way by those organizations.

Enforcement by Collegium as a Secondary school

- Anti-hazing policy:
 - The Board adopts this anti-hazing policy and, pursuant to this policy, adopts rules prohibiting students or other persons associated with any organization operating under the sanction of or recognized as an organization by Collegium from engaging in any activity which can be described as hazing pursuant to the definition above.
 - A copy of this policy, with its rules, penalties and program of enforcement shall be provided to all athletic coaches and advisors involved in grade 7-12 organizations within Collegium.
 - This policy shall be posted on the Collegium's publicly accessible Internet website.
- Enforcement and penalties:
 - The Board adopts this anti-hazing policy and, pursuant to this policy, develops a program for the enforcement of such rules and shall adopt appropriate penalties for violations of such rules through the Collegium Code of Conduct, to be administered by Collegium personnel.

Reporting Procedures

- The Director of Athletics and Extra-Curricular Activities or his/her designee shall facilitate the training of this policy to Collegium staff and students so that hazing can be recognized and prevented.
- Any student who feels he or she has been the victim of hazing shall have the right to file a complaint. Complaints should be reported to Director of Athletics and Extra-Curricular Activities. Complaints may also be reported directly to the Director of Educational Services or Principal who shall immediately report the

incident to Director of Athletics and Extra-Curricular Activities in order to protect the alleged victim and for prompt investigation.

- Any staff who sees any incidents of hazing must immediately report the incident(s) to Director of Athletics and Extra-Curricular Activities. All other members of the school community, including students, parents, volunteers, and visitors, are encouraged to report any act that may be a violation of this policy. It shall be the responsibility of Director of Athletics and Extra-Curricular Activities to investigate promptly and thoroughly any and all hazing complaints received or referred by other individuals and to make recommendations based upon the investigation. The investigation is to be commenced within one (1) school days after a report of any hazing is received.
- The Director of Athletics and Extra-Curricular Activities, or in his/her absence, the Director of Educational Services or Principal, is responsible for determining whether an alleged act constitutes a violation of this policy. In determining whether alleged conduct constitutes hazing, the totality of circumstances, nature of the conduct, and context in which the alleged conduct occurred shall be investigated. If the investigation results in a substantiated charge of the hazing, Collegium shall take prompt corrective action to ensure the hazing ceases and will not reoccur.
- Reports to Director of Athletics and Extra-Curricular Activities may be made anonymously, but formal disciplinary action *may not* be based solely on the basis of an anonymous report.
- Upon receipt of a report of alleged hazing, the Director of Athletics and Extra-Curricular Activities shall immediately notify the parent or guardian of the perpetrator of the alleged hazing, the parent or guardian of the victim of the alleged hazing incident, and the Collegium Principal(s) of the involved students.

Consequences for Violations

- Consequences and appropriate remedial actions for a student or staff member who commits one or more acts of hazing may range from corrective behavioral interventions up to and including in school or out of school suspension from Collegium or expulsion or other disciplinary removal from Collegium, in the case of a student, or suspension or termination in the case of an employee, as set forth in Collegium's Student Code of Conduct or Employee Handbook. Consequences for a student who commits an act of hazing shall be unique to the individual incident and will vary in method and severity according to the nature of the behavior, the developmental age of the

student, and the student's history of problem behaviors and performance, but must be consistent with Collegium's Student Code of Conduct. Remedial measures shall be designed to: correct the problem behavior; prevent another occurrence of the behavior; and protect the victim of the act.

- In the case of an organization which authorizes hazing in blatant disregard of such rules, penalties may also include rescission of permission for that organization to operate on campus or other school property or to otherwise operate under the sanction or recognition of Collegium.
- All penalties imposed under the authority of this section shall be in addition to the penalty imposed by the criminal laws of this State or for violation of any other Collegium rule to which the violator may be subject.
- When an incident is investigated and identified as hazing under the definition of this policy, the Police Department will be notified pursuant to Collegium's Memorandum of Understanding with local law enforcement. This may lead to a criminal investigation and criminal charges against the student or staff.

Retaliation Prohibited

- The Board of Trustees strictly prohibits retaliation or reprisal against any person who reports a hazing incident. Retaliation includes, but it is not limited to, any form of intimidation, reprisal, or harassment used against a person who reports, in good faith, incident(s) of hazing. Disciplinary action against any person who retaliates or engages in reprisals for reporting such behavior(s) may include sanctions up to and including expulsion or suspension for students and termination for staff engaging in such prohibited conduct. The consequences and appropriate remedial action shall be determined after consideration of the nature, severity, and circumstances of the act.

False Accusations

- The Board of Trustees prohibits any person from falsely accusing another of hazing. The consequences and appropriate remedial action for a student found to have falsely accused another of hazing may range from positive behavioral interventions up to and including suspension or expulsion. Consequences and appropriate remedial action for an employee found to have falsely accused another of hazing shall be disciplined in accordance with Collegium policies, procedures, and agreements.