

HAZING POLICY

The purpose of this policy is to maintain a safe, positive environment for students and staff that is free from hazing. Hazing activities of any type are inconsistent with the educational goals of Westinghouse Arts Academy Charter School and are prohibited at all times.

Westinghouse Arts Academy Charter School does not condone any form of hazing as part of any school-sponsored student activity including activities that occur off school property. No student, coach, sponsor, volunteer or school employee shall plan, direct, encourage, assist or engage in any hazing activity. Westinghouse Arts Academy Charter School directs that no administrator, coach, sponsor, volunteer or school employee shall permit, condone or tolerate any form of hazing. Any hazing activity, whether by an individual or a group, shall be presumed to be a forced activity, even if a student willingly participates.

Westinghouse Arts Academy Charter School encourages students who have been subjected to hazing to promptly report such incidents to the building principal. Westinghouse Arts Academy Charter School will investigate all complaints of hazing and will administer appropriate discipline to any individual who violates this policy.

Definitions

For purposes of this policy hazing is defined as any activity that recklessly or intentionally endangers the mental health, physical health or safety of a person or causes willful destruction or removal of public or private property for the purpose of initiation or membership in or affiliation (or continued affiliation) with any organization.

“Endanger the physical health” 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, alcoholic beverage, drug, or controlled substance; or other forced physical activity that could adversely affect the physical health or safety of the individual.

“Endanger the mental health” shall include any activity that would subject an 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.

Procedures

The Principal shall investigate promptly all complaints of hazing and administer appropriate discipline to any individual who violates this policy.

Students, administrators, coaches, sponsors, volunteers, and school employees shall be alert to incidents of hazing and shall report such conduct to the Principal.

Westinghouse Arts Academy Charter School shall annually inform students, parents/guardians, coaches, sponsors, volunteers and school staff by distribution of written policy, publication in handbooks, presentation at an assembly or oral instructions by the coach or sponsor at the start of the season or program that hazing of school students is prohibited,.

If a student believes that s/he has been subject to hazing, the student shall promptly report the

incident, orally or in writing, to the Principal. The Principal shall conduct a timely, impartial, thorough, and comprehensive investigation of the alleged hazing. The investigation shall be completed within five (5) school days.

The Principal shall prepare within five (5) school days a written report summarizing the investigation and recommending disposition of the complaint. The complainant and the accused shall be informed of the outcome of the investigation, including the recommended disposition of the complaint.

If the investigation results in a substantiated finding of hazing, Principal shall recommend appropriate disciplinary action, as circumstances warrant, in accordance with the Code of Conduct.

Additionally, the student found to have hazed another person may be subject to disciplinary action by the coach or sponsor, up to and including removal from the activity or other discipline consistent with Westinghouse Arts Academy Charter School policies,

If the investigation results in a substantiated finding that a coach or sponsor affiliated with the activity planned, directed, encouraged, assisted, condoned or ignored any form of hazing, s/he will be disciplined appropriately. Discipline could include dismissal from the position as coach or sponsor. If the investigation results in a substantiated finding that the team or other organization authorized hazing, permission for the team or other organization to operate on Westinghouse Arts Academy Charter School property or under the recognition of Westinghouse Arts Academy Charter School will be revoked.

Westinghouse Arts Academy Charter School shall document the corrective action taken and, where not prohibited by law, inform the complainant.

Penalties imposed by Westinghouse Arts Academy Charter School will be in addition to any penalties imposed under Pennsylvania law or under any other rules to which the hazers or the organizations authorizing hazing are subject.