

- A. It is the policy of the Monhegan School Committee that hazing activities of any type, either on or off school property, by any student, staff member, group or organization affiliated with the Monhegan School, are inconsistent with the educational process and shall be prohibited at all times.
- B. No administrator, faculty member, or other employee of the school shall encourage, permit, condone, or tolerate hazing activities. No student shall plan, encourage, or engage in hazing activities.
- C. Definitions
  - 1. The School Committee defines "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.
  - 2. "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.
  - 3. "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.
- D. Students who violate this policy may be subject to disciplinary action, which may include suspension, expulsion, 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 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. Persons and organizations not associated with the school 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.
- E. 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 he/she carries out the provisions of this policy, that individual or organization may appeal to the School Committee. The ruling of the School Committee with respect to the provisions of this policy shall be final. This right to appeal does not apply to student suspensions often days or less or to matters submitted to grievance procedures under applicable collective bargaining agreements.
- F. A copy of this policy shall be included in all school, parent, and employee handbooks or otherwise distributed to all school employees and students.

Legal References: 20-A MRSA § 6553  
Nondiscrimination/Equal Opportunity & Affirmative Action Student Discipline Policy (AC)  
Weapons, Violence and School Safety Policy (JICIA)

Adopted: 07/26/04 by J. Boegel, M. Chioffi, & J. Stevens