New Foundations Charter School
Middle School and High School Athletics
Hazing Policy

Purpose:
The purpose of the "Hazing Policy" is to maintain a safe environment for student-athletes that is free from hazing. Hazing activities of any type are inconsistent with the goals of New Foundations Charter School and are prohibited at all times.

Definition:
“Hazing” means committing an act against a student, or coercing into committing an act that creates a risk of harm to a person in order for the student to be initiated into or affiliated with a student organization, regardless of the person’s willingness to participate. The term “hazing” includes, but is not limited to:

Any type of physical brutality such as whipping, beating, striking, branding, electronic shocking or placing a harmful substance on the body.

Any type of physical activity such as sleep deprivation, exposure to weather, confinement in a restricted area, calisthenics, or other activity that subjects the student to an unreasonable risk of harm or that adversely affects the mental or physical health or safety of the student.

Any activity involving the consumption of any alcoholic beverage, drug, tobacco product or any other food, liquid or substance that subjects the student to an unreasonable risk of harm or that adversely affects the mental or physical health or safety of the student.

Any activity that intimidates or threatens the student with ostracism, that subjects the a student to extreme mental stress, embarrassment, shame or humiliation that adversely affects the mental health or dignity of the student or discourages the student from remaining in school.

Any activity that causes or requires the student to perform a task that involves violation of state or federal law or of New Foundations Charter School policies or regulations.

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

General Statement of Policy:
1. No student, teacher, administrator, volunteer, coach, or other employee of New Foundations shall plan, direct, encourage, aid or engage in hazing nor permit, condone, or tolerate hazing.
2. This policy applies to behavior that occurs on or off school property and/or after school hours.
3. A person who engages in an act that violates school policy or law in order to initiate another person or to be initiated into or affiliated with a student organization shall be subject to discipline for that act.
4. An administrator or director will act to investigate all complaints of hazing and will discipline or take appropriate action against any student, teacher, administrator, volunteer, coach, or other employee of New Foundations who is found to violate this policy.
**Reporting Procedures:**

1. Any person who believes he or she has been the victim of hazing or any person with knowledge of conduct, which may constitute hazing, shall report the alleged acts immediately to an appropriate person designated by this policy.

2. The Athletic Director is the person responsible for receiving reports of hazing at the Middle School and High School level. Any person may report hazing directly to the Coach of the specific team, the building Principal, or CEO of New Foundations.

3. Teachers, administrators, volunteers, coaches, and other employees of New Foundations shall be particularly alert to possible situations, circumstances or events, which might include hazing. Any such person who receives a report of observes, or has other knowledge or belief of conduct, which may constitute hazing, shall inform the Athletic Director and building Principal immediately.

4. Submission of a good faith complaint or report of hazing will not affect the complainant or reporter's future employment, grades, or work assignments.

**School Action Plan:**

1. Upon receipt of a complaint or report of hazing, the Athletic Director and/or Principal shall undertake or authorize an investigation by school officials or a third party designated by the school.

2. The Athletic Director, Principal, or CEO may take immediate steps, at his/her discretion, to protect the complainant, reporter, students, or others pending completion of an investigation of hazing.

3. Upon completion of the investigation, the school officials will take appropriate action. Such action may include, but is not limited to, warning, suspension, exclusion, expulsion, remediation, termination, or discharge from the team. Disciplinary consequences will be sufficiently severe to deter violations and to appropriately discipline prohibited behavior. New Foundations action taken for violation of this policy will be consistent with the requirements of applicable collective bargaining agreements, applicable statutory authority, and school policies and regulations.

**Reprisal:**

School officials will discipline or take appropriate action against any student, teacher, administrator, volunteer, coach, or other employee of New Foundations who retaliates against any person who makes a good faith report of alleged hazing or against any person who testifies, assists, or participates in an investigation, or against any person who testifies, assists, or participates in a proceeding or hearing rating to such hazing. Retaliation includes, but is not limited to, any form of intimidation, reprisal, or harassment.

**Dissemination of Policy**

This policy shall appear in the Student Handbook, Employee Handbook and will disseminated to parents and presented to attendees of the first meeting of the school year of each student organization (including athletic teams and clubs).

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**Student Athlete’s Name:** ____________________________ **Grade:** ________

**Parent/Guardian Name:** ____________________________

**Season/Sport:** ____________________________

We have read and understand the “Hazing Policy” set forth by New Foundations Charter School and agree to the policy and procedures outlined.

**Student-Athlete Signature:** ____________________________ **Date:** __________

**Parent/Guardian Signature:** ____________________________ **Date:** __________