

The District strictly prohibits any conduct that could be considered hazing or bullying.

Bullying is usually for the purpose of extorting money or property from the victim or coercing, intimidating, embarrassing or physically harming the victim. Bullying is further defined by State law as:

*“Bullying”, which includes “cyberbullying”, means any written, verbal, or physical act, or any electronic communication, that is intended or that a reasonable person would know is likely to harm one (1) or more pupils either directly or indirectly by doing any of the following:*

- (i) Substantially interfering with educational opportunities, benefits, or programs of one (1) or more pupils.*
- (ii) Adversely affecting the ability of a pupil to participate in or benefit from the school district’s or public school’s educational programs or activities by placing the pupil in reasonable fear of physical harm or by causing substantial emotional distress.*
- (iii) Having an actual and substantial detrimental effect on a pupil’s physical or mental health.*
- (iv) Causing substantial disruption in, or substantial interference with, the orderly operation of the school.”*

Hazing is usually for the purpose of initiating a new recruit or officer into the group, or of maintaining loyalty to the group, by the use of some sort of ceremony or ritual. Certain types of hazing are crimes if the victim is injured.

Both hazing and bullying may involve any of the following:

1. Inflicting or threatening physical pain or discomfort including whipping, beating, striking, branding, or electronic shocking;
2. Consumption of food or liquid that affects the physical health or safety of the victim;
3. Consumption of any non-food item;
4. Consumption of drugs or alcohol;
5. Sexual activity or nudity;

6. Extreme exercise or physical activity;
7. Any conduct, including verbal conduct, that is designed to cause embarrassment, humiliation or mental distress;
8. Any activity that has a significant risk of physical injury or death;
9. Placing any foreign or noxious substances, including food items, on the person of the victim;
10. Sleep deprivation;
11. Exposure to the elements;
12. Confinement in a small space;
13. Engaging in any conduct prohibited by law;
14. Inducing or requiring another person to engage in conduct prohibited by this Policy.

This policy is designed to prohibit conduct and proof of the actual motivation of the perpetrator is not required. The consent, participation or assumption of risk of the victim does not lessen or excuse the prohibitions of this Policy.

The building Principal is primarily responsible for seeing that this Policy is implemented.

Any school employee who has knowledge of hazing or bullying has a duty to report this to the building principal. Failure to report may be grounds for discipline. Athletic coaches and sponsors of clubs or activities shall take affirmative steps to see that hazing does not occur.

The identity of the person reporting hazing or bullying shall not be disclosed without that persons consent. The Principal shall assure the name and any personally identifying information is redacted from any written records before they are released to any person other than school officials with a need to know.

Students who participate in hazing or bullying may be disciplined under the Student Code of Conduct. Students may be disciplined for conduct off of school property as long a there is a connection to school or to any school sponsored activity. Restorative practices may be considered as part of the remedy.

Any hazing that could be a violation of MCL 750.411t will be reported to the

appropriate law enforcement agency.

Retaliation or false accusation against a target of bullying or hazing, a witness, or another person with reliable information about an act of bullying or hazing is prohibited and shall be punished as a violation of this Policy.

This Policy shall be publicized by inclusion in the Student Handbook and by publishing a summary at least annually in the school newsletter. Also, all employees shall be provided with an in-service each year as to the requirements of this Policy.

The procedures for reporting and investigating bullying or hazing shall follow the provisions of Policy GAAD. The building Principal shall be considered the grievance officer. The Principal shall inform the parent or legal guardian of both the victim and the perpetrator before the investigation is completed and at such time as to give the parent or legal guardian sufficient opportunity to provide meaningful input into the process.

Upon completion of the investigation, the building Principal shall forward a copy of the reporting form to the Superintendent along with a written summary of the results of the investigation. At least annually, the Superintendent shall report to the Board of Education all verified incidents of bullying and hazing and the resulting consequences, including discipline and referral.

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	May 18, 2015
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LEGAL REF:	MCL 750.411t