

# Hazing Policy

Opaskwayak Educational Authority Inc.

## 2015

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# Hazing Policy

## PURPOSE

The purpose of this policy is to maintain a safe learning environment for students and staff that is free from hazing. Hazing activities of any type violates the educational goals of Opaskwayak Educational Authority Inc. (OEA) and are prohibited at all times.

## DEFINITIONS

- A. "Hazing" means committing an act against a student, or pressuring a student into committing an act, that creates a substantial risk of harm to a person, in order for the student to be initiated into or affiliated with a team or student organization, or for any other purpose. The term hazing includes, but is not limited to:
1. Any type of physical/mental brutality:
    - Whipping
    - Beating
    - Hitting
    - Branding
    - electronic shocking
    - placing a harmful substance on the body
    - sleep deprivation
    - exposure to weather
    - confinement in a restricted area
    - excessive exercise
    - an activity that subjects the student to an unreasonable risk of harm
    - shunning
    - embarrassment, shame or humiliation
    - consumption of any alcoholic beverage, drug, tobacco product or any other food, liquid, or substance
  2. Any activity that causes or requires the student to perform a task that involves a violation of provincial or federal law or of OEA policies or regulations.
- B. "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**

- A. No student, teacher, administrator, coach, volunteer, contractor or other employee of the OEA shall plan, direct, encourage, aid or engage in hazing.
- B. Apparent permission or consent by a person being hazed does not lessen the prohibitions contained in this policy.
- C. This policy applies to behaviour that occurs on or off school property, at a school-sponsored function during and after school hours.
- D. A person who engages in an act that violates school policy or law in order to be initiated into or affiliated with a student organization shall be subject to discipline for that act.
- E. OEA will act to investigate all complaints of hazing and will discipline or take appropriate action against any student, teacher, administrator, coach, volunteer, contractor or other employee of the OEA who is found to have violated this policy.

## **REPORTING PROCEDURES**

- A. Any person who believes he or she has been the victim of hazing or any person with knowledge or belief of conduct which may constitute hazing shall report the alleged acts immediately to appropriate Principal or the Director of Education.
- B. Teachers, administrators, coaches, volunteers, contractors and other employees of OEA 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 Principal immediately.
- C. Fear of Reprisal/Retaliation - Submission of a good faith complaint or report of hazing will not affect the complainant or reporter's future employment, grades or work assignments.

## **OEA ACTION**

- A. Upon receipt of a complaint or report of hazing, OEA shall undertake or authorize an investigation by a third party.
- B. OEA may take immediate steps, at its discretion, to protect the complainant, reporter, students, or others pending completion of an investigation of hazing.
- C. Upon completion of the investigation, OEA will take appropriate action. Such action may include, but is not limited to:
  - Warning
  - Suspension

- Exclusion
- Expulsion
- Transfer
- Remediation
- Termination

### **DISSEMINATION OF POLICY**

This policy shall appear in each school's student handbook and in each school's building and staff handbooks.

## **Appendix**

### Terminology

Exclusion – Process to set limitations.

Remediation – Process to rectify the wrongdoing.

Retaliation - Any form of intimidation, reprisal or harassment.