

Anti-Hazing Policy - 550.15

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PURPOSE: To insure that demeaning behavior, including hazing, has no place in the Catholic school experience

APPLICABILITY: All principals, faculty, staff, and students in Catholic schools in the Diocese of Pittsburgh

DEFINITIONS: Hazing: Any intentional, knowing or reckless act meant to induce pain, embarrassment, humiliation, deprivation of rights or that creates physical or mental discomfort, and is directed against a student for the purpose of being initiated into, affiliated with, holding office in, or maintaining membership in any organization, club, athletic team sponsored or supported by any parish, elementary or secondary school in the Diocese of Pittsburgh

The following are examples of hazing and may not only be limited to these offenses:

- Recklessly or intentionally endangering the physical health, mental health, safety, or dignity of a person
- Willful destruction or removal of public or private property for the purpose of initiation or admission into affiliation with, or as a condition of continued membership in any organization
- Forcing or requiring the drinking of alcohol or any other substance
- Forcing or requiring the eating of food or anything an individual refuses to eat
- Calisthenics such as push-ups, sit-ups, jogging, and runs
- Paddling or striking in any manner
- Treasure or scavenger hunts, road trips
- Marking, branding, or shaving the head or body hair
- Preventing/restricting normal personal hygiene
- Sexual harassment, such as “teabagging”, causing indecent exposure or nudity at any time
- Physical harassment such as pushing, cursing, shouting, etc.
- Requiring uncomfortable, ridiculous, or embarrassing dress
- Requiring the carrying of items
- Requiring personal service or acts of servitude
- Treating a person in a degrading or demeaning manner
- Requiring New Members to practice periods of silence
- Conducting “interrogations” or any other types of questioning

POLICY AND PROCEDURE

A. If a hazing incident is witnessed by a student or supervising adult, it is his/her responsibility to report the incident to the principal.

B. Individuals or groups found in violation of this policy will be subject to disciplinary action that could include suspension or expulsion from the school.

C. The school principal will be responsible for the full implementation of the anti-hazing policy. It is his/her responsibility, in conjunction with the Department for Catholic Schools, to determine if there has been a violation of this policy. If the principal determines that such a violation did involve one or more of the students at the school, the principal must immediately insure that the following steps are taken:

C.1. Immediately contact the Superintendent for Catholic Schools or Assistant Superintendent who will advise the principal as to what steps should be taken in addressing this situation, including possible contact with the police.

C.2. Submit a written report by fax to 412-456-3098 within 24 hours with the details of the suspected violation of the anti-hazing policy.

C.3. Ensure that Media contact will be handled in accordance to the External Communication Policy of the diocese.

C.4. Conduct any investigation of the incident that is warranted with the school staff under the direction of the Department for Catholic Schools. Appropriate intermediate steps including suspension will be determined by the principal after consultation with the Superintendent.

C.5. Final actions, including such decisions as expulsions or cessation of activities, will be made by the school and the Department for Catholic Schools.