

## **MMI Preparatory Anti-Hazing Policy**

It is the policy of MMI to provide a safe, positive environment for students and staff that is free from hazing. Hazing activities of any type are inconsistent with the educational goals of the school and prohibited at all times. Hazing is not only prohibited by this policy but is also illegal under Pennsylvania's "Anti-Hazing Law." This policy shall be interpreted and applied in all respects to be in compliance with the Anti-Hazing Law.

This policy defines hazing, specifies and describes prohibitions, outlines investigatory and reporting procedures, and provides for the undertaking of appropriate preventative, remedial, and corrective actions.

### **Definition of Hazing**

The term hazing as used in this policy means:

Any action or situation which recklessly or intentionally endangers the mental or physical health or safety of a student or other person or which willfully destroys or removes public or private property for the purpose of initiation or admission into or affiliation with, or as the condition for continued membership in, any organization operating under the sanction of or recognized as an organization by MMI Preparatory School. The term shall include, but is not limited to, any brutality of a physical nature, such as whipping, beating, branding, forced calisthenics, exposure to the elements, forced consumption of any food, liquor, drug or other substance, or any other forced physical activity which could adversely affect the physical health and safety of the individual, and shall include any activity which would subject the individual to extreme mental stress, such as sleep deprivation, forced exclusion from social contact, forced conduct which could result in extreme embarrassment, or any other forced activity which could adversely affect the mental health or dignity of the individual, or any willful destruction or removal of public or private property.

For purposes of this definition of hazing, any activity as described shall be presumed to be "forced" activity, the willingness of an individual to participate in such activity notwithstanding.

### **Guidelines**

It shall be a violation of this policy for any student, coach, sponsor, volunteer, school employee, or other person associated with any organization operating under the sanction of or recognized as a school organization to participate or engage in, or to plan, direct, encourage, assist, condone or tolerate any hazing activity, including conduct that occurs during the use of school facilities or during school sponsored activities and services regardless of whether such activities take place on or off campus. This policy shall apply to all school organizations, athletic teams, clubs or groups.

### **Reporting**

1. Hazing reports should be made to the Head of School or one of the following school officials: the Assistant Head of School, the Athletic Director, and/or other individuals designated by the Head of School. When a report of hazing occurs, the Assistant Head of School will

investigate the allegations. When the Head of School determines it is appropriate, s/he may appoint other school officials to assist in the investigation of the allegations. Conduct such as beating, whipping, assaults, forced consumption of alcohol or drugs that may lead to criminal charges shall immediately be referred to the police for investigation. MMI shall fully cooperate with any investigation by law enforcement personnel.

2. Any staff member who observes, hears of, or is made aware of activity that could reasonably be deemed hazing must take prompt and appropriate action to stop the hazing from occurring and prevent its recurrence. The incident must be reported immediately to the Head of School or to one of the designated school officials identified in the preceding paragraph.

3. Anyone (student, parent, volunteer, or person associated with the school) who believes, that hazing has occurred shall inform any school faculty/staff member, one of the designated school officials identified in paragraph 1, above, or the Head of School. The complaint may be made orally or in writing. If a report is made to a staff member, he or she shall immediately inform the Head of School or one of the designated school officials identified in paragraph 1, above.

4. Anyone making a complaint in good faith may do so without fear of retaliation or reprisal.

### **Investigation**

1. An investigation shall be completed by the Assistant Head of School and the individuals designated to assist him or her, if any, within ten (10) school days from the date of the report unless the matter has been referred to law enforcement. In the case of a matter referred to law enforcement, MMI investigating officials shall complete an investigation of the matter within ten (10) school days of the date they are informed that all law enforcement proceedings concerning the incident have concluded.

2. The investigation may consist of personal interviews with complaining student(s), the alleged perpetrator(s) and other individuals who have knowledge of the alleged incident(s) or circumstances giving rise to the complaint. Parents of students involved will be informed of the investigation.

3. In determining whether alleged conduct constitutes a violation of this policy, the Assistant Head of School should consider the facts found in the investigation and all surrounding circumstances. If the Assistant Head of School concludes that a violation of this policy has occurred, s/he shall determine the appropriate penalties and corrective action as provided in this policy.

4. In addition, the Assistant Head of School may take immediate steps to protect the target of the hazing and/or any other student (including any individual who is alleged to have engaged in hazing), witnesses, and school employees from reprisal or other injury pending completion of the investigation of alleged hazing. In appropriate circumstances, the Assistant Head of School may make referrals for assistance, including, but not limited to: counseling, rape crisis intervention, or other organizations. Before any referral of a student is made, his or her parent or guardian shall be notified.

5. Upon completion of the investigation, the Assistant Head of School shall complete a written report that shall include a determination as to whether the allegations have been substantiated as factual, whether they constitute a violation of this policy, and, if so, the penalties to be imposed and/or the corrective action the Assistant Head of School intends to take to remediate the situation.

6. The written report shall be submitted to the Head of School as soon as is practicable after the completion of the investigation. The Assistant Head of School shall maintain the written report of the investigation and the results in his/her office including follow-up documentation that the penalties imposed and corrective actions taken were effective to prevent a recurrence of hazing.

7. Any individual who is aggrieved by the Assistant Head of School's determination of the appropriate penalties or corrective actions to be taken may request the Head of School to review the decision.

### **Penalties and Corrective Action**

1. MMI shall take appropriate action in all cases where it has been determined that this policy has been violated.

2. Penalties may include the imposition of fines, the withholding of diplomas or transcripts pending compliance with the rules or pending payment of fines and the imposition of probation, suspension or, dismissal or expulsion.

3. In the case of a school organization which authorizes hazing in blatant disregard of such rules, penalties may also include revocation of permission for that organization to operate on campus or other school property or to otherwise operate under the sanction or recognition of MMI.

4. All penalties imposed based on this policy shall be in addition to any criminal sanctions based on laws of the State of Pennsylvania, or imposed for the violation of any other MMI Preparatory School policy or rule to which the violator may be subject.

5. Remedial action may also include recommendations for amendments, modification, or additions to this policy.

### **Confidentiality**

MMI recognizes that both the reporting student(s) and the alleged hazer have strong interests in maintaining confidentiality of the allegations and related information. The privacy of the reporting student(s), the individual(s) against whom the complaint is made and the witnesses will be respected as much as possible, consistent with legal obligations to investigate, to take appropriate actions, and to comply with legal requirements.

**Publication of Policy:**

MMI shall inform students, parents, guardians, school staff and others associated with the school of this policy, as follows:

1. Distribution of policy to all faculty and staff, athletic coaches, volunteers, and leaders of student clubs, groups, or organizations.
2. Publication in the student and faculty handbooks.
3. Explanation of the policy in school orientation or other student and faculty information session(s).
4. Publication on the School website.