Hazing Policy Adopted By MMI Board of Directors (August 15 2016)

MMI seeks 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 always prohibited. Hazing is not only prohibited by this policy but is also illegal under Pennsylvania 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

Hazing 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 a 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

A report of suspected hazing may be made orally or in writing. When a report of hazing occurs, the Head of School or Designee will investigate the allegations. When the Head of School or Designee determines it is appropriate, s/he may designate others to handle or 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.

1. Any staff member who observes, hears of, or is made aware of activity that could reasonably be deemed hazing must report the activity immediately to the Head of School or Designee.
2. Students may report suspected hazing to a trusted teacher, Head of School, or another

MMI employee.
3. Parents may report suspected hazing to the Head of School.
4. Anyone making a complaint in good faith may do so without fear of retaliation or reprisal.

Confidentiality
MMI recognizes that both the reporting student(s) and the alleged hazer have strong interests in maintaining the 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.

Investigation and Disciplinary Procedures
The Head of School or Designee shall investigate any reports of suspected hazing. The procedures for investigations and interim measures shall be the same as the procedures applicable under the Harassment and Bullying Policy.

Based upon the Investigation Report, the Head of School or Designee shall determine whether a violation of this policy has occurred. The Head of School or Designee shall notify the Complainant and Respondent of the determination of whether a policy violation occurred. If the Head of School or Designee concludes that a violation of this policy has occurred, s/he shall determine the appropriate penalties and corrective action, which may include, but are not limited to a parent conference, loss of privileges, exclusion from School sponsored activities, detention, suspension, expulsion, referral for counseling/therapy outside of School, or referral to law enforcement officials. If a School organization authorizes or engages in hazing, penalties may also include revocation of permission for that organization to operate on campus or other School property and/or other restrictions. All penalties imposed based on this policy shall be in addition to any criminal sanctions based on the laws of the State of Pennsylvania. Remedial action may be directed, which may include recommendations for amendments, modifications, or additions to this policy. The Head of School or Designee shall notify the Respondent of the penalty and/or corrective action imposed.

Any person or organization penalized for a violation of the hazing policy may request that the Head of School or Designee reconsider the finding of a policy violation, the penalty, or the corrective action. A request for reconsideration must be submitted, in writing, within five days after the decision is made and must set forth all bases for reconsideration. The Head of School's decision on any request for reconsideration is final. Penalties and corrective action will not be stayed during the pendency of reconsideration, unless the Head of School determines, in his/her sole discretion, that a stay is appropriate.

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.