

Code: ACAD  
Adopted: 2/10/03

Hermon School Department

**Hazing**

Maine law defines injurious hazing as “any action or situation, including harassing behavior, that recklessly or intentionally endangers the mental or physical health of any school personnel or a student enrolled in a public school.

Injurious hazing activities of any type, either on or off school property, by any student, staff member, group or organization affiliated with the Hermon School Department are inconsistent with the educational process and shall be prohibited at all times.

“Harassing behavior” includes acts of intimidation and any other conduct that recklessly or intentionally endangers the mental or physical health of a student or staff member.

“Acts of intimidation” include extortion, menacing, direct or indirect threats of violence, incidents of violence, bullying, statements or taunting of a malicious nature and/or derogatory nature that recklessly or intentionally endanger the mental or physical health of another person, and property damage or theft.

No administrator, faculty member or other employee of the School Department shall encourage, permit, condone or tolerate injurious hazing activities. No student, including leaders of students’ organizations, shall plan, encourage or engage in injurious hazing activities.

Students who violate this policy may be subject to disciplinary action which may include suspension, expulsion, or other appropriate measures. Administrators, professional staff, and all other employees who violate this policy may be subject to disciplinary action, up to and including dismissal.

In the case of an organization affiliated with this School Department that authorizes hazing, penalties may include rescission of permission for that organization to operate on school property or to receive any other benefit of affiliation with the School Department.

Persons not associated with this School Department who fail to abide by this policy may be subject to ejection from school property and/or other measures as may be available under the law.

These penalties shall be in addition to any civil or criminal penalties to which the violator or organization may be subject.

The superintendent/designee shall be responsible for administering this policy. In the event that an individual or organization disagrees with an action -- or lack of action -- on the part of the superintendent/designee as he/she carries out the provisions of this policy, that individual or organization may appeal to the Hermon School Committee. The ruling of the School Committee with respect to the provisions of this policy shall be final.

This right to appeal does not apply to student suspensions of ten days or less or to matters submitted to grievance procedures under applicable collective bargaining agreements.

A copy of this policy shall be included in all school, parent and employee handbooks or otherwise distributed to all school employees and students.

Legal Reference: 20-A MRSA  
§ 6553

Cross Reference: ACAA - Harassment and Sexual Harassment of Students  
ACAB - Harassment and Sexual Harassment of Employees  
JICIA - Weapons, Violence and School Safety