

## ACC-R - Intimidation, Harassment & Hazing

### **Intimidation, Harassment and Hazing**

The Board of Education recognizes the importance of providing students the opportunity to be in a safe environment that is free from intimidation, harassment, hazing or any act or crime of violence while participating in any district/school sponsored program, including school athletic programs and school clubs. Participation in these activities is a privilege not a right. Accordingly, the Board is committed to providing safe and positive learning and athletic programs. Intimidation, harassment, and hazing are unethical and unacceptable conduct that have no place in District 49 and will not be tolerated.

Each coach or sponsor is responsible for providing a copy of policy ACC to each student who participates in a co- or extra-curricular activity at the start of the first meeting, practice session or activity. Each coach or sponsor shall verbally explain to the student the prohibition against hazing, intimidation, or harassment and the potential consequences. A signed copy of policy ACC by the student and parent/legal guardian must be on file before a student begins participation in a school sponsored activity.

A person commits “Intimidation” “Harassment” or “Hazing” if he or she engages in any of the following behaviors:

- Any type of physical abuse such as whipping, beating, striking, branding, electrical shocks, placing harmful substances on or in the body, or other similar activity; or
- Any type of physical activity such as sleep deprivation, exposure to the elements, confinement in a small place, or other activity that creates or results in an unreasonable risk of harm or that adversely affects the mental or physical health or safety of the student; or
- Any other forced physical activity which could adversely affect the physical health or safety of the individual; or
- Any activity involving consumption of food, liquid alcoholic beverages, illegal substances (prescription or non prescription drugs), or other substances that subjects a student to an unreasonable risk of harm; or
- Activity that includes, causes, requires a student to perform a duty or task, which involves the commission of a crime or act of intimidation, harassment or hazing;
- Forced prolonged exclusion from social contact, or forced conduct which could adversely affect the mental health or dignity of the individual;
- Follows a person in a manner which causes fear, concern or alarm;
- Threatens, taunts, or challenges another person with physical harm;

This list is not all inclusive and is not intended to contain all commission of acts that may violate Policy ACC.

## **Investigation of Reports of “Intimidation”, “Harassment”, or “Hazing”**

Any incident believed to constitute intimidation, harassment or hazing shall be reported promptly to the Principal, Innovation Leader and Chief Education Officer for investigation and further action. The investigation shall be timely and thorough and the findings and conclusions shall be written and provided to the office of the Chief Education Officer. If appropriate, the Principal shall report the incident to the appropriate law enforcement agency for possible legal consequence and notify the office of Chief Education Officer. Principals are directed to initiate suspension and/or expulsion review proceedings when infractions seriously disrupt the learning environment, undermine a sense of civility, or present a danger to the safety and welfare of students and staff.

It shall be a violation of Board Policy ACC for a person to retaliate against a student or other person for reporting a suspected incident of intimidation, harassment, or hazing or cooperating in any investigation or disciplinary proceeding regarding any reported incident.

### **Disciplinary Action**

It is not a defense in a disciplinary proceeding under policy ACC that the person against whom the hazing was directed consented to the hazing activity.

If the investigation concludes a student committed an act of hazing or otherwise violated policy ACC, that student will be subject to appropriate disciplinary action, including but not limited to suspension or expulsion from school and or exclusion from co- or extra-curricular activities.

If the investigation concludes that a student or staff member has committed an act of intimidation, harassment or hazing, sanctioned or otherwise violated by this policy, that person will be subject to appropriate disciplinary action in accordance with District policy and state law.

Acts of “Intimidation”, “Harassment”, or “Hazing” may also be considered a “Crime of Violence” in the State of Colorado and therefore, may be reported as a violation of state law and may be prosecuted under C.R.S. 18-9-124.

“Crimes of Violence” as defined by Colorado revised Statute 18-1.3-406(2)(a)(I), are those crimes that have been committed, conspired to be committed, or attempted to be committed by a person during which, or in the immediate flight there from, the person:

- A. Used, or possessed and threatened the use of, a deadly weapon; or
- B. Caused serious bodily injury or death of any other person except another

participant.

“Crime of violence” also means any felonious unlawful sexual offense in which the defendant caused bodily injury to the victim or in which the defendant used threat, intimidation, or force against the victim.

Adopted: July 8, 2010.

Revised: May 12, 2011.

Revised: June 30, 2011.

LEGAL REFS.:

C.R.S 18-9-124 Hazing-penalties-legislative declaration

C.R.S 22-32-109.1(2) (a) Safe Schools Plan

C.R.S 18-1.3-406 (2)(a)(I)(II)(Crimes-evidence against one’s self-jeopardy)

CROSS REFS.:

JIC Student Conduct

JICDA Code of Conduct

JICDD Violent or Aggressive Behavior

JICDE Bullying Prevention and Behavior

JK Student Discipline

**DISTRICT ATHLETIC STUDENT-PARENT INTIMIDATION, HARASSMENT AND HAZING  
SIGNATURE PAGE**

**I/We acknowledge that we have received and read the District 49 Athletic Student-Parent Intimidation, Harassment and Hazing Form. Sign and return this form to the coach once you and your student have reviewed the information.**

**I/We understand that the Intimidation, Harassment and Hazing Policy are binding and the extent of the potential consequences of any violations by my child.**



\_\_\_\_\_

**Print Student Name**

\_\_\_\_\_

**Grade**

\_\_\_\_\_

**Student Signature**

\_\_\_\_\_

**Date**

\_\_\_\_\_

**Parent/Guardian Signature**

\_\_\_\_\_

**Date**