

## HAZING

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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 school or any activity expected of a student as a condition of joining or maintaining membership in a group that humiliates, degrades, abuses or endangers the student, regardless of the student’s willingness to participate in the activity.”

Injurious hazing activities of any type, either on or off school property, by any student, staff member, group or organization affiliated with Bangor 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 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 Bangor 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 Bangor 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 Bangor School Department.

Persons not associated with Bangor 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 building administrators 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 building administrator, that individual or organization may appeal to the Superintendent/designee. The ruling of the Superintendent shall be final.

This right to appeal does not apply to student suspensions of ten (10) 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: AC – Nondiscrimination & Affirmative Action  
JICI – Weapons in Schools  
JICIA – Violence in Schools  
JICK – Bullying in Schools

ADOPTED: March 12, 2014

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