

411.3 Hazing

The Williams Bay School District believes that hazing activities of any type are inconsistent with the educational process and a violation of State law. It prohibits all such activities at any time in school facilities, on school property, and at any District-sponsored event. The District will take all reasonable and appropriate action to eliminate hazing, up to and including suspension or expulsion.

For the purposes of this policy hazing shall be defined as performing any act or coercing another, including the victim, to perform any act of initiation into any class, group, or organization that causes or creates a risk of causing mental, emotional, or physical harm. Permission, consent, or assumption of risk by an individual subjected to hazing shall not lessen the prohibitions contained in this policy. Prohibited acts include, but are not limited to, brutality such as whipping, beating, branding, forced consumption of any substance including food, liquor, and/or drugs, forced confinement or any other forced activity which endangers the physical or emotional health or safety of a student.

Any employee who observes such acts in any form shall take reasonable action to stop the behavior and shall report the incident to the building principal. Any employee who has reasonable cause to suspect that an act of hazing toward a student has taken place, shall immediately report such suspicion to the building principal. Students, administrators, faculty members, and other employees who fail to abide by this policy may be subject to disciplinary action and may be held personally liable for civil or criminal penalties.

Retaliation against anyone reporting or thought to have reported hazing behavior is prohibited. Such retaliation shall be independent of whether a charge or informal complaint of hazing is substantiated. Encouraging retaliation violates the policy.

The administration and staff will inform students annually that the Williams Bay School District does not tolerate hazing in any form.

LEGAL REFERENCE: 118.13 Wis. Stats., 120.13 Wis. Stats., 948.51 Wis. Stats.,
P.I. 9, 41 Wis. Admin. Code, Fourteenth Amendment, U.S.
Constitution

APPROVED: September 11, 2023