

Anti-Hazing Policy

Updated March 2018

DOCUMENT MUST BE POSTED IN LOCKER ROOMS, ATHLETIC LOBBY, AND GIVEN TO ALL COACHES AND ATHLETIC STAFF.

We define **hazing** as: any action that results bodily or emotional harm or humiliation, instills intimidation, or makes others feel threatened or obligated to participate in such acts under the guise of team participation. Acts of hazing may lead to:

- Risk of injury
- Discomfort
- Embarrassment
- Humiliation
- Degradation
- Ridicule
- Destruction of property

The following behaviors are unacceptable:

- Name calling, hate speech, verbal abuse
- Physical or sexual assault
- Acts that signal out individuals for specified reasons
- Anything that alters or damages the body (tattooing, piecing, shaving, etc.)
- Withholding necessities, including (but not limited to) food, water, hygiene
- Forcing excessive exercise, or excessive consumption of food or liquids
- Anything involving drugs or alcohol

Athletic programs in this district DO NOT condone or support hazing, and will take necessary action for any acts of hazing. Depending on severity, results may include:

- Removal from athletic participation
- Disciplinary action from the school including:
 - Suspension
 - Expulsion
- Possible legal action (see Michigan policies attached)

All coaches and athletic staff must be aware of potential hazing and must discourage it at all times. Coaches and staff must:

- Communicate expectations with athletes
- Communicate expectations with parents
- Reference anti-hazing policy regularly
- Educate themselves and assistants

- Monitor athlete attitudes and behaviors to look for warning signs of hazing

According to Michigan's hazing laws, hazing can lead to criminal action, such as:

Prohibition

(1) Except as provided in subsection (4), a person who attends, is employed by, or is a volunteer of an educational institution shall not engage in or participate in the hazing of an individual.

Misdemeanor

(a) If the violation results in physical injury, the person is guilty of a misdemeanor punishable by imprisonment for not more than 93 days or a fine of not more than \$1,000.00, or both.

Felony

(b) If the violation results in serious impairment of a body function, the person is guilty of a felony punishable by imprisonment for not more than 5 years or a fine of not more than \$2,500.00, or both.

(c) If the violation results in death, the person is guilty of a felony punishable by imprisonment for not more than 15 years or a fine of not more than \$10,000.00, or both.

Other Sanctions

(3) A criminal penalty provided for under this section may be imposed in addition to any penalty that may be imposed for any other criminal offense arising from the same conduct.

For full legal details of the state of Michigan, see:

[http://www.legislature.mi.gov/\(S\(tcfq50mk1kmznnpiaxsuvlp2\)\)/mileg.aspx?page=getObject&objectName=mcl-750-411t](http://www.legislature.mi.gov/(S(tcfq50mk1kmznnpiaxsuvlp2))/mileg.aspx?page=getObject&objectName=mcl-750-411t)