
SUBJECT: Conduct Related to School Activities

I. Board Policy

The Board recognizes that student participation in any extracurricular activity and/or student government is a privilege and not a matter of right. The Board expects students who are allowed to participate in such activities to be role models. The Board also requires employees to be role models. All students and employees are prohibited from engaging in hazing as defined in this policy and as outlined in Utah Code §53A-11-908. The Board authorizes the District Administration to establish guidelines for student and employee conduct related to school activities and to take such action when guidelines are violated.

II. Administration Policy

The Administration shall take appropriate disciplinary action when students or employees engage in hazing.

Definitions

A. "Hazing" means intentional, knowing, or reckless acts of a demeaning or assaultive nature, whether or not consensual, or causing another to so act, in connection, affiliated with or sponsored by Jordan School District, with initiation, admission into, affiliation with, holding office in, or continued membership in any organization where such conduct:

1. Endangers the mental or physical health or safety of another;
2. Involves any brutality of a physical nature such as whipping, beating, branding, calisthenics, bruising, electric shocking, placing harmful substances on another's body, or exposure to the elements;
3. Involves consumption of any food, liquor, drug or other substance;
4. Involves any physical activity that endangers the mental or physical health or safety of another;
5. Involves any activity that would subject any person to extreme mental stress such as sleep deprivation, extended isolation from social contact or conduct that subjects another to extreme embarrassment, shame or humiliation;
6. Involves use, possession or distribution of controlled substances, drugs, drug paraphernalia, tobacco or alcoholic beverages;
7. Involves threatening comments or statements including but not limited to the use of foul, abusive or profane language;
8. Involves cruelty to animals as provided by law;
9. Is for the purpose of initiation, admission into, affiliation with, holding

office in or as a condition for continued membership in any organization;

10. The perpetrator knew that the victim is a member or a candidate for membership with a school team or school organization to which the perpetrator belongs or belonged within the preceding two years.

B. “Hazing” also means any activity with inappropriate force, physical violence, and. or restraint, including but not limited to:

1. Forced exercises, loss of sleep or other activities causing exhaustion;
2. Forcing others to engage in or be the subject of degrading pranks, games, stunts, practical jokes;
3. Forcing students to ingest any substance;
4. Forced personal servitude;
5. Forcing students to wear outrageous, ridiculous or embarrassing articles of clothing;
6. Coercing or promoting acts of vandalism, theft, assault, sexual acts or criminal activity.
7. Coercing or promoting indecent exposure, gross or lewd behavior;
8. Forcing any student to engage in illegal, perverse, publicly indecent, or immoral conduct.

III. Guidelines

A. It shall not be a defense that a person under 21 years of age, against whom the hazing was directed, cooperated, acquiesced, consented, and/or also engaged in hazing activity.

B. Student Discipline

1. Students who participate in hazing activity shall be suspended by the school principal to a parent conference and be subject to discipline pursuant to Policy AS67 NEG—Discipline of Students.
2. Students who illicitly use, possess, and/or distribute a controlled substance, drug paraphernalia, tobacco or alcoholic beverages while engaging in hazing shall, in addition to the discipline here provided, be subject to discipline under Policy AS90—Drugs and Alcohol.

C. Employee Responsibilities

1. School District employees who are aware of, initiate, promote, and/or engage in hazing shall be subject to adverse employment action including either probation or termination of employment for cause under the School District’s Orderly Termination policy.
2. School District employees who reasonably believe that a violation of this policy has occurred shall immediately (by the next working day) report the alleged incident, either to the building principal or the designee of the Superintendent of Schools.
3. Principals who receive a report of hazing shall, within ten (10) working days after receipt of such report, submit a report to the Superintendent’s designee

which states:

- (a) details of the alleged incident;
- (b) the identity of persons believed to be involved;
- (c) action taken in response.

4. Employees who fail to give the notice to his/her immediate supervisor required under this policy have committed an unprofessional practice and shall be subject to adverse employment action, including probation or termination under the School District's Orderly Termination policy. (See Utah Code §53A-11-908 3C)

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