



Anti-Hazing Policy

The Massachusetts anti-hazing statute, G.L. c. 269, §§ 17-19, defines “hazing” and outlines specific obligations for schools and individuals to follow in compliance with the regulations.

Hazing is defined as “any conduct or method of initiation into any student organization, whether on public or private property, which willfully or recklessly endangers the physical or mental health of any student or other person. Such conduct shall include whipping, beating, branding, forced calisthenics, exposure to the weather, forced consumption of food, liquor, beverage, drug or other substance, or any other brutal treatment or forced physical activity which is likely to adversely affect the physical health or safety of any such student or other person, or which subjects such student or other person to extreme mental stress, including extended deprivation of sleep or rest or extended isolation.”

It is strictly against the policies of The Academy, and unlawful in Massachusetts, to engage in any actions that constitute hazing as defined above.

Any person within our community found to be in violation of this anti-hazing policy will be subject to discipline up to and including expulsion (in the case of students) and termination of employment (in the case of employees).

It is the responsibility of any member of our community who is subjected to hazing or who is aware or suspects that unlawful hazing is taking place to report this information to the Associate Head of School. The Academy will promptly investigate any complaint and any appropriate corrective action will be taken. Any investigation under this hazing policy will be conducted in such a way as to maintain confidentiality to the extent practicable under the circumstances.

If it is determined that inappropriate conduct has occurred, we will act promptly to eliminate the offending conduct. Where appropriate, we will also impose disciplinary action. In the case of employees, such action may range from counseling to termination from employment, and may include such other forms of disciplinary action as The Academy deems appropriate under the circumstances.

Persons who fail to report hazing activities as required under the Massachusetts anti-hazing statute may be subject to a fine of not more than \$1,000. Failure to report hazing may also constitute a violation of other Massachusetts mandated reporter laws.

If you have any questions about this anti-hazing policy, or how it may apply to a particular situation, please contact the Associate Head of School for Community.