

OFFICE OF EDUCATION

DIOCESE OF ALLENTOWN

1425 Mountain Drive North
Bethlehem, PA 18015-4722

Telephone (610) 866-0581
FAX (610) 867-8702

August 22, 2016

Dear Principals,

New legislation has been recently passed in Harrisburg regarding hazing. The legislation specifically calls for Anti-Hazing policies for all public and private schools in the Commonwealth, effective with the 2016-17 school year.

Instead of each school developing its own policy, I have developed one for all of our schools.

The legislation mandates that the attached policy be promulgated to all parents and that the Anti-Hazing policy is provided to all coaches and moderators of school activities.

The policy applies to all employees, volunteers and students.

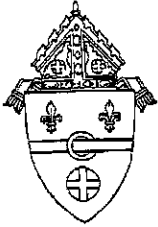
With all this in mind, I ask you to post this policy or a link to this policy on your website. I understand that your handbooks are already completed, but please add electronically when you can.

Also, I ask that you distribute and discuss the Anti-Hazing policy with your coaches and moderators. Since your athletic programs (high school) for the 2016-17 have already begun, I ask that the policy be given to your coaches (high school).

If you have any questions, please don't hesitate to contact me. Best of luck with the beginning of the new school year!

Thanks for all you do,

Philip J. Fromuth, Ph.D.
Superintendent of Catholic Education



DIOCESE OF ALLENTOWN

OFFICE OF EDUCATION
1425 Mountain Drive North
Bethlehem, Pennsylvania 18015
(610) 866-0581

Anti-Hazing Policy

The Diocese of Allentown prohibits any form of hazing of or by employees, volunteers or students.

Hazing is defined as: “Any action or situation which recklessly or intentionally endangers the mental or physical health or safety of a person, or which willfully destroys or removes public or private property for the purpose of initiation or admission into or affiliation with, or as a condition for continued membership in, any organization. The term shall include, but not be limited to, any brutality of a physical nature, such as whipping, beating, branding, forced calisthenics, exposure to the elements, forced consumption of any food, liquor, drug or other substance, or any other forced physical activity which could adversely affect the physical health and safety of the individual, and shall include any activity which would subject the individual to extreme mental stress, such as sleep deprivation, forced exclusion from social contact, forced conduct which could result in extreme embarrassment, or any other forced activity which could adversely affect the mental health or dignity of the individual, or any willful destruction or removal of public or private property. For purposes of this definition, any activity as described in this definition upon which the initiation or admission into or affiliation with or continued membership in an organization is directly or indirectly conditioned shall be presumed to be “forced” activity, the willingness of an individual to participate in such activity notwithstanding”. (PA Act 2016-31)

Any student who experiences some form of hazing or staff member who becomes aware of hazing should report it to the school administration. Any staff member who permits or encourages hazing will face disciplinary action, including possible dismissal. Any student who engages in hazing is subject to discipline, up to and including expulsion, depending on the seriousness of the offensive conduct. Every elementary and secondary school shall promulgate this policy to parents and provide a copy to all athletic coaches and moderators of activities in accordance with Pennsylvania state law.

Superintendent’s Regulation - Adopted: August 1, 2016