



Brookings Friends of Baseball Hazing Policy

General Statement of Policy

No student-athlete, coach, volunteer, or parent shall plan, direct, encourage, aid or engage in hazing. Expression of implied consent by a participant does not lessen the prohibitions contained in this policy.

A person who engages in hazing that violates Brookings Friends of Baseball (FOB) policy or South Dakota law to be initiated into or affiliated with FOB shall be subject to discipline. This policy applies to hazing behavior that occurs during the FOB season(s) and/or at any time during the off-season, and also while under the supervision of a FOB coach or volunteer, whether away from Brookings or at home.

FOB will investigate all complaints of hazing and will discipline or take appropriate action against any student-athlete, coach, volunteer, or parent who is found to have violated this policy. Any investigation and/or discipline is entirely at the discretion of FOB.

Violations of this policy may not be limited to only the FOB summer season.

Definitions

Hazing is committing an act against an individual(s), or coercing an individual(s) into committing an act, that intentionally or recklessly creates a substantial risk of harm to the mental or physical health of a person, for the individual to be initiated into or affiliated with an organization.

Examples of hazing include, but are not limited to:

- Any type of physical brutality such as whipping, beating, striking, branding, electronic shocking or placing a harmful substance on the body.
- Physical activity such as sleep deprivation, exposure to weather, confinement in a restricted area etc.
- Any activity involving the forced consumption of any alcoholic beverage, drug, tobacco product or any other food, liquid, or substance.
- Any activity that intimidates or threatens the individual with exclusion, that subjects a student to extreme mental stress.

- Any activity that causes or requires the individual to perform a task that involves violation of state or federal law or of school district policies or regulations.

Reporting Procedures

Any person who believes he or she has been the victim of hazing or any person with knowledge or belief of conduct which may constitute hazing shall report the alleged acts immediately to an appropriate board member of FOB. All reports shall be in writing and on the attached form.

The FOB Vice President is responsible for receiving reports of hazing at the organization level and will conduct any necessary investigation or disciplinary action through FOB's Committee for Culture and Responsibility.

Brookings Friends of Baseball Action

Upon receipt of a complaint or report of hazing, the FOB Vice President may undertake or authorize an investigation by the [Committee for Culture and Responsibility](#) or potentially a third party designated by FOB. Any action taken by FOB will be entirely at its discretion. FOB may take any necessary and immediate steps, at its discretion, to protect the complainant, reporter, students or others pending completion of an investigation of hazing. FOB reserves the right to suspend or remove anyone immediately from participation who is identified within the complaint as initiating or taking part in the act of hazing.

Upon completion of the investigation, FOB may take appropriate action. Such action may include, but is not limited to, warning, suspension, exclusion, expulsion, remediation, termination or discharge. FOB will appropriately discipline prohibited behavior and deter others from hazing. FOB action taken for violation of this policy will be consistent with other FOB policies and applicable actions.

It is important to note that any investigation by FOB may be in conjunction with, separate or halted based on an investigation initiated by law enforcement.

Reprisal

FOB will take appropriate action against any student, coach, volunteer, parent, or anyone else who retaliates against those who makes a good faith report of hazing, or who testifies, assists or participates in an investigation or hearing about a hazing incident. Retaliation includes, but is not limited to, any form of intimidation, reprisal, or harassment.

Dissemination of Policy –

This policy shall be in effect immediately and appear on the FOB website through the 2024 season. The policy will be incorporated into the [FOB Code of Conduct](#) during the Board of Directors October 2024 meeting. Further, it will be disseminated to parents and presented to attendees during the year.

Reservation of Rights

FOB reserves the right to update and amend this policy at any time.

Adopted Jan. 15, 2024