THE R.A.I.S.E. CORE VALUES OF MCPS ATHLETICS

- Respect & Sportsmanship
- Academic Excellence
- Integrity & Character
- Spirited & Safe Competition
- Equity & Access

Coaches and student-athletes are expected to promote & RAISE our core values across MCPS Athletics and our school district.

The following video highlights our R.A.I.S.E. core values in action:
https://www.youtube.com/watch?v=qBp6uO3vqU&t=21s
BULLYING, HARASSMENT & HAZING

• Bullying, Hazing & Harassment are in direct conflict with our R.A.I.S.E. core values
• Abuse of any kind – verbal, mental, emotional, physical – will not be tolerated in any form across MCPS athletics and our school district
• Students engaging in such activities are not welcome in our program
• Coaches and student-athletes are expected to promote a positive culture and immediately report any instances of abuse, bullying, hazing, and/or harassment
• A statement from MCPS regarding bullying, harassment, and hazing is available here: https://www.youtube.com/watch?v=F9j-1DGvK Rc&feature=youtu.be
WHAT IS HAZING?
• Any activity expected of someone joining or participating in a group that humiliates, degrades, abuses, or endangers them, regardless of a person’s willingness to participate.”
• A reckless or intentional act or creation of a situation “that subjects a student to the risk of serious bodily injury for the purpose of initiation into a student organization.”

WHAT ARE EXAMPLES OF HAZING BEHAVIOR?
• Common hazing practices include humiliation, isolation, sleep deprivation, alcohol/binge drinking and sexual acts.
• Additional hazing rituals, that may lead to traumatic injuries include beating, branding, consuming nonfood substances and simulated drowning.
• Additional activities with the intent to harm, humiliate, or subject team members to subordinate status.

WHAT ARE THE CONSEQUENCES OF HAZING?
• Hazing may result in immediate dismissal from the team and team sanctions, including the forfeiture of contest(s).
• Hazing will result in the full range of disciplinary action per the MCPS Student Code of Conduct.
• Hazing is prohibited and considered a misdemeanor that is punishable by imprisonment and/or a fine.

BULLYING VERSUS HAZING

WHAT IS BULLYING?

• Bullying is defined as an aggressive act by one or more individuals where the intent is to cause physical or psychological harm; this includes cyberbullying.

HOW IS BULLYING RELATED TO HAZING?

• Hazing may be considered a form of bullying for the goal of causing discomfort, embarrassment, or ridicule for the purpose of joining a group.
• Bullying often is used to exclude an individual, while hazing is viewed as a ritual within a group.
• Bullies tend to operate individually or in small groups while hazing typically is performed by the group or team as a whole.

## HAZING, HEALTH & WELLNESS

<table>
<thead>
<tr>
<th>FOR THOSE BEING HAZED</th>
<th>FOR THOSE WHO HAZE</th>
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<tbody>
<tr>
<td>Physical, emotional, and mental difficulties</td>
<td>Academic difficulties</td>
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<td>Loss of control and empowerment</td>
<td>Relationship difficulties</td>
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<tr>
<td>Academic difficulties</td>
<td>Guilt and shame</td>
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<td>Relationship difficulties</td>
<td>Distorted self-image &amp; perception of leadership</td>
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<td>Post-traumatic stress</td>
<td>Damaged reputation</td>
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<td>Loss of trust and respect for the team and its members</td>
<td>Legal difficulties</td>
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<td>Illness and hospitalization</td>
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IDENTIFYING HAZING

If you’re not sure whether or not something happening to you or to someone else is hazing, ask yourself these questions:

- Would I feel comfortable participating in this activity if my parents or other adults were watching?
- Would we get in trouble if a school administrator walked by and saw us?
- Am I being asked to keep these activities a secret?
- Am I doing anything illegal?
- Does participation in this activity violate my values or those of this organization?
- Is this causing emotional or physical distress or stress to myself or to others?
- Am I going to be able to get a job if I have to put a criminal arrest on my application?

REPORTING HAZING

✓ Students and staff members are expected to report all incidents they witness or experience.

✓ All incidents of bullying, harassment, hazing, or intimidation, whether among students or coaches, will be taken seriously and investigated.

✓ To report an incident of bullying, harassment, hazing, or intimidation, MCPS Form 230-35: *Bullying, Harassment, or Intimidation Reporting Form* (available online) should be completed and submitted to the school administration.

✓ The identity of individuals submitting reports will be kept confidential and there will be no reprisals against individuals who make such reports.

✓ We are a community that is made stronger by our collective commitment to honor and respect all members of the team.
PROMOTING A POSITIVE CULTURE & BUILDING TEAM COHESION

Teams are encouraged to:

• Establish Team Core Values
• Create a Season Theme
• Implement a Team Mentorship Program
• Plan Team Building Activities (team meals, problem solving, communication, trust, etc.)
• Conduct a Team Community Service Project
• Engage in a Study Buddy program
• Develop a Communication Framework to Discuss Team Concerns