

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



- **R**espect & Sportsmanship
- **A**cademic Excellence
- **I**ntegrity & Character
- **S**pirited & Safe Competition
- **E**quity & 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=qaBp6uO3vqU&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-1DGvKRc&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



FOR THOSE BEING HAZED

Physical, emotional, and mental difficulties

Loss of control and empowerment

Academic difficulties

Relationship difficulties

Post-traumatic stress

Loss of trust and respect for the team and its members

Illness and hospitalization

FOR THOSE WHO HAZE

Academic difficulties

Relationship difficulties

Guilt and shame

Distorted self-image & perception of leadership

Damaged reputation

Legal difficulties

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