PROMOTING A POSITIVE CULTURE IN ATHLETICS AND EXTRA-CURRICULAR SCHOOL PROGRAMS
MCPS ATHLETICS AND EXTRA-CURRICULAR PROGRAMS

EXAMPLES:

• Athletic Teams
• Marching Bands, Choral Groups, Theater and Dance
• Intramurals
• Student Leadership Groups
• Academic Competitions
• Class Activities
R.A.I.S.E. CORE VALUES OF MCPS ATHLETICS AND EXTRA-CURRICULAR PROGRAMS

- Respect & Sportsmanship
- Academic Excellence
- Integrity & Character
- Spirited & Safe Competitions and Performances
- Equity & Access

- Coaches, activity sponsors, and students are expected to promote and model RAISE core values across MCPS Programs

The following video highlights our RAISE core values in action: https://www.youtube.com/watch?v=qaBp6uQ3vqU&t=21s
PROMOTING A POSITIVE CULTURE AND BUILDING TEAM COHESION IN EXTRA-CURRICULAR PROGRAMS

Teams and student activity groups are encouraged to:
- Establish Core Values
- Create a Season Theme
- Set Expectations at Beginning of Season/Program
- Implement a Mentorship Program
- Plan Team Building Activities (team meals, problem solving, communication, trust, etc.)
- Conduct a Community Service Project
- Engage in a “Study Buddy” program
- Develop a Communication Framework to Discuss Group Concerns
PRINCIPLES OF SAFETY AND SUPERVISION

• Safe, secure, and positive environment
• Safety and supervision ultimate responsibility of all MCPS staff and activity sponsors
• Responsibilities for coaches and activity sponsors and those assigned to support school programs
• Continuous, proactive, and visible monitoring and supervision
• Planning for adequate coverage after school hours and weekends
• Communication among all adults involved
BULLYING, HARASSMENT & HAZING

- Bullying, Hazing & Harassment are in direct conflict with R.A.I.S.E. core values and MCPS policies
- Abuse of any kind – verbal, mental, emotional, physical – will not be tolerated in any form across MCPS programs Students engaging in such activities are not welcome in the programs
- Coaches, sponsors, and students 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
More Information and Resources

Promoting a Positive Culture

MCPSS is dedicated to promoting a positive culture in our schools, on our athletic teams and in our community. The following are some resources compiled for the numerous stakeholders committed to providing our students with a safe, positive environment to learn, grow and progress in.

- Identifying Hazing & Promoting a Positive Culture Power Point
- Letter to MCPS Sports Community
- Tips for Parents to Help Their Children Understand Bullying and Hazing
- What Parents Need to Know - Extracted from the Hazing Prevention Org High School Resource Guide
- What Students Need to Know - Extracted from the Hazing Prevention Org High School Resource Guide
- School Safety Mapping
- Tips for Teams and Athletic Coaches to Eliminate and Prevent Hazing

https://www.montgomeryschoolsmd.org/departments/athletics/
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, ensemble, or performing group and 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 HAazed</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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<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.
✓ Students should be encouraged to “see something, say something.” Find a trusted adult.
✓ All incidents of bullying, harassment, hazing, or intimidation, whether among students or activity sponsors, 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.