

Eden Christian Academy Anti-Hazing Policy

1. Purpose and Mission Alignment

Hazing has no place at Eden Christian Academy (“ECA”). It is fundamentally opposed to the purpose and mission of a Christian education. At ECA, we are called to honor each individual’s God-given dignity by encouraging students to grow in their relationship with Him and to treat one another with love, respect, and care. We believe and affirm that God has created each person in His image, with inherent worth and purpose. We reject any practice that dishonors, demeans, or harms the value of a person made in God's image.

This policy is adopted in accordance with 18 Pa.C.S. § 2808, the Pennsylvania Anti-Hazing Law, and is designed to prevent and respond to hazing in all forms.

2. Scope

This policy applies to all ECA students, employees, faculty, volunteers, supervising adults, Ministry Community Members and any school-affiliated organizations, teams, clubs, or groups. It applies on and off campus, during school hours, at school-sponsored events, and during any activity related to ECA.

3. Definition of Hazing

Hazing is defined as any intentional, knowing, or reckless act meant to induce pain, embarrassment, humiliation, deprivation of rights, or that creates physical or mental discomfort, and is directed against a student for the purpose of being initiated into, affiliated with, holding office in, or maintaining membership in any organization or group affiliated with ECA.

It does not matter whether such practices are stated to be “voluntary.” Consent is not a defense under this policy or Pennsylvania law.

4. Examples of Prohibited Hazing Activities

The following are examples of hazing and may include, but are not limited to:

- Recklessly or intentionally endangering the physical or mental health, safety, or dignity of a person
- Willful destruction or removal of public or private property as part of an initiation or membership condition
- Forcing or requiring the drinking of alcohol or other substances

- Forcing or requiring eating food or items a person refuses to eat
- Calisthenics (push-ups, sit-ups, running) used as initiation rituals
- Striking, paddling, or physical assault
- Marking, branding, or shaving of hair
- Preventing or restricting normal hygiene practices
- Sexual harassment, indecent exposure, or nudity
- Verbal or physical harassment, including shouting or cursing
- Requiring demeaning or uncomfortable dress
- Forcing the carrying of specific items or burdens
- Requiring servitude or personal service
- Humiliating or degrading treatment
- Imposing periods of enforced silence
- Conducting interrogations or hostile questioning

5. Responsibility to Report

It is the **responsibility of all students, faculty, staff, supervising adults, and Ministry Community Members not to remain silent** if they observe hazing. Silence may be construed as condoning the behavior and may lead to disciplinary consequences. If a hazing incident is observed, it must be reported immediately to the **Campus Principal**.

6. Disciplinary Consequences

Any individual or group found to have participated in, organized, or condoned hazing will be subject to disciplinary action, which, in accordance with the appropriate Handbook, may include:

- Suspension or expulsion (for students)
- Termination or disciplinary action (for employees)
- Revocation of group or team privileges
- Reporting to local law enforcement as required by law

These are in addition to any criminal penalties that may be imposed under Pennsylvania law.

7. Distribution and Public Access

This policy will be:

- Provided to all student organizations, teams, and clubs
- Included in the student and faculty handbooks
- Posted on ECA's publicly accessible website

8. Policy Review

This policy will be reviewed annually by school leadership to ensure continued compliance with state law and best practices for student safety and institutional integrity.

For Questions or Reporting:

Please contact your Campus Principal for any concerns related to hazing.

This policy is in accordance with Pa.C.S. § 2808 and reflects ECA's commitment to preventing hazing and promoting a safe educational environment.

Effective Date: May 15, 2025

Approved By: Eden Christian Academy Board of Directors