

**DRAFT ONLY  
NOT APPROVED FOR  
INTRODUCTION**

HOUSE BILL NO.

Hazing.

Sponsored by: Joint Education Interim Committee

A BILL

for

1 AN ACT relating to education; requiring school districts to  
2 adopt a policy on hazing in addition to policies on  
3 harassment, intimidation or bullying, requiring the  
4 University of Wyoming and the community colleges to adopt  
5 policies on hazing; and providing for an effective date.

6

7 *Be It Enacted by the Legislature of the State of Wyoming:*

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9       **Section 1.** W.S. 21-4-312(a) by creating a new  
10 paragraph (iii) and by renumbering paragraph (iii) as (iv),  
11 21-4-313(a)(i) and (ii), 21-4-314(a), (b)(intro), (i)  
12 through (iv), (vi), (vii) and (ix), (c), (e) and (f),

1 21-17-204 by creating a new subsection (d) and 21-18-304(a)  
2 by creating a new paragraph (xii) are amended to read:

3

4 **21-4-312. Definitions.**

5

6 (a) As used in this act:

7

8 (iii) "Hazing" means an intentional act or  
9 situation that is committed for the purpose of membership  
10 or affiliation with a group, team or other person and that  
11 causes embarrassment, harassment or ridicule or risks  
12 emotional or physical harm to a student or employee.  
13 "Hazing" can occur regardless of the person's willingness  
14 or consent to participate in the act or situation;

15

16 ~~(iii)~~ (iv) "This act" means W.S. 21-4-311  
17 through 21-4-315.

18

19 **21-4-313. Prohibition against hazing or harassment,**  
20 **intimidation or bullying; reporting to school officials.**

21

22 (a) No person shall engage in:

23

1           (i) Hazing or harassment, intimidation or  
2 bullying; or

3  
4           (ii) Reprisal or retaliation against a victim,  
5 witness or person who reports information about an act of  
6 hazing or harassment, intimidation or bullying.

7

8           **21-4-314. School district implementation; state**  
9 **policies, training and technical assistance.**

10

11           (a) ~~Not later than December 31, 2009,~~ Each school  
12 district shall adopt a policy prohibiting hazing and  
13 harassment, intimidation or bullying at school. The school  
14 district shall involve parents and guardians, school  
15 employees, volunteers, students, administrators and  
16 community representatives in the process of creating the  
17 policy. Policies created under this section shall be  
18 continuously reviewed and may be revised as necessary.

19

20           (b) The policy prohibiting hazing and harassment,  
21 intimidation or bullying shall include, without limitation:

22

1           (i) A statement prohibiting harassment,  
2 intimidation or bullying of a student and a statement  
3 prohibiting hazing;

4  
5           (ii) A definition of "harassment, intimidation  
6 or bullying" which includes at minimum the definition as  
7 provided in W.S. 21-4-312(a)(i) and a definition of  
8 "hazing" which includes at minimum the definition as  
9 provided in W.S. 21-4-312(a)(iii);

10  
11           (iii) Consequences and appropriate remedial  
12 actions for persons committing acts of hazing or  
13 harassment, intimidation or bullying or engaging in  
14 reprisal or retaliation;

15  
16           (iv) Procedures for reporting and documenting  
17 acts of hazing or harassment, intimidation or bullying,  
18 including a provision for reporting anonymously. However,  
19 formal disciplinary action shall not be taken solely on the  
20 basis of an anonymous report. The procedures shall  
21 identify the appropriate school personnel responsible for  
22 receiving a report and investigating a complaint;

23

1           (vi) A statement that prohibits reprisal or  
2 retaliation against a person who reports or makes a  
3 complaint of hazing or harassment, intimidation or  
4 bullying;

5  
6           (vii) A strategy for protecting a victim from  
7 additional hazing or harassment, intimidation or bullying,  
8 and from retaliation following a report;

9  
10           (ix) A process for discussing the district's  
11 hazing and harassment, intimidation or bullying policy with  
12 students; and

13  
14           (c) To assist local school districts in developing a  
15 policy under subsection (b) of this section, the department  
16 of education shall ~~not later than September 1, 2009,~~  
17 develop model policies applicable to grades kindergarten  
18 through twelve (12) and teacher preparation program  
19 standards on the identification and prevention of hazing  
20 and harassment, intimidation or bullying. In addition, the  
21 department shall provide necessary training programs and  
22 technical assistance to districts in carrying out this act.

23

1 (e) Information regarding the school district's  
2 policy against hazing and harassment, intimidation or  
3 bullying shall be incorporated into each district's  
4 professional development programs and shall be provided to  
5 volunteers and other noncertified employees of the district  
6 who have significant contact with students.

7  
8 (f) School districts may establish hazing and  
9 harassment, intimidation or bullying prevention programs or  
10 other initiatives and may involve school staff, students,  
11 administrators, volunteers, parents, law enforcement and  
12 community members.

13  
14 **21-17-204. Additional powers and duties; sectarian or**  
15 **partisan instruction or test prohibited.**

16  
17 (d) To provide for the government of students, the  
18 board of trustees shall adopt a policy prohibiting hazing.  
19 The policy shall include a definition of "hazing" which  
20 includes at minimum the definition as provided in W.S.  
21 21-4-312(a)(iii).

22  
23 **21-18-304. District board generally; duties.**

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2 (a) The community college district board shall:

3

4 (xii) Adopt a policy prohibiting hazing. The  
5 policy shall include a definition of "hazing" which  
6 includes at minimum the definition as provided in W.S.  
7 21-4-312(a)(iii).

8

9 **Section 2.**

10

11 (a) Not later than September 1, 2021, the department  
12 of education shall develop model policies applicable to  
13 grades kindergarten through twelve (12) and teacher  
14 preparation program standards on the identification and  
15 prevention of hazing as provided in W.S. 21-4-314(c), as  
16 amended in section 1 of this act.

17

18 (b) Not later than December 31, 2021, each school  
19 district shall adopt a policy prohibiting hazing as  
20 provided in W.S. 21-4-314(a) and (b), as amended in section  
21 1 of this act.

22

23 **Section 3.** This act is effective July 1, 2021.

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(END)