



HRCS Policy Concerning Gang-Related Activities

Purpose

HRCS prohibits gang-related and secret-society activity to maintain a safe, disruption-free learning environment on school grounds, in school vehicles, and at school activities or sanctioned events.

Definitions

- Gang or secret society: Two or more individuals who associate to engage in conduct that is criminal, intimidating, materially disruptive, or otherwise violates law or HRCS policy.
- Indicators (non-exhaustive): Recruitment or intimidation; hand signs; graffiti/tags; and apparel, jewelry, accessories, notebooks, or grooming that—by color/arrangement/trademark/number/phrase—reasonably denotes gang/secret-society affiliation and is linked to intimidation, disruption, or a safety risk. Enforcement is based on specific behaviors and objective indicators, not stereotypes.

Prohibited Conduct (on school grounds, in school vehicles, and at school activities)

1. Promoting, recruiting for, organizing, or representing a gang/secret society.
2. Intimidation, threats, retaliation, or coercion tied to a gang/secret society.
3. Displaying/possessing paraphernalia or symbols with a reasonable nexus to disruption, intimidation, or safety risk.
4. Creating/displaying gang/secret-society graffiti.
5. Using digital platforms to coordinate or amplify the above in connection with school.

Administrator Actions

- Direct the student to remove/cover prohibited items when feasible; separate involved students; secure items consistent with the search policy.
- Notify parent/guardian as soon as practicable; document the incident; refer to law enforcement when required.

Discipline & Due Process

Consequences follow [HRCS's Conduct & Discipline Code](#) and [Suspension/Expulsion Policy](#), using proportionate, progressive responses and restorative options when appropriate.

Students with Disabilities

When discipline could constitute a change of placement, HRCS follows IDEA/ECEA (including manifestation determination and required services). See “Suspension & Expulsion for Students with Disabilities.”

Legal Reference

C.R.S. 22-32-109.1 – Safe Schools Act

C.R.S. 22-33-105 – Suspension, expulsion, and denial of admission

C.R.S. 22-33-106 – Grounds for suspension, expulsion, and denial of admission

C.R.S. 18-9-109 – Interference with staff, faculty, or students of educational institutions

C.R.S. 18-9-124 – Hazing; penalties; legislative declaration.