

# ***MONROE LOCAL SCHOOLS***

*Serving the community with pride*



## ***ATHLETIC POLICY***

*Board Approved July 25, 2022*

# INTRODUCTION

- I. MISSION STATEMENT
- II. PHILOSOPHY
- III. GOVERNING ORGANIZATIONS
- IV. EFFECTIVE PERIOD OF TIME
- V. DEFINITION OF ATHLETE
- VI. EXPECTATION OF ATHLETES
- VII. REGULATIONS FOR PARTICIPATION
- VIII. INFRACTIONS
- IX. CODE OF CONDUCT
- X. APPEAL PROCESS

## **INTRODUCTION**

The purpose of this handbook is to give student athletes and other interested persons a guide to the operation, policies and procedures of the interscholastic athletic program of the Monroe Local School District.

This handbook will inform student athletes and their parents/guardians of the rules and regulations that must be complied with as a condition of participating in the Monroe Local School District's Interscholastic Athletic Program. It is the responsibility of all participants and their parents/guardians to review the rules, regulations, policies and procedures outlined in this handbook and to abide by them. Participation in extracurricular activities is a privilege and not a right. It must be understood that participants who violate these rules, regulations, policies and procedures shall face disciplinary action as summarized in this handbook, as well as possible discipline under the Student Code of Conduct.

All student athletes are obligated to conform to the policies and procedures established by the Ohio High School Athletic Association, Board of Education, training rules and policies established by the Athletic Department and the rules and regulations established by the coaches of each specific sport.

### **I. MISSION STATEMENT**

To create a supportive environment where student athletes have an opportunity to succeed personally, academically and athletically. Student athletes will have the opportunity to positively develop life-long skills that will increase their chances of success. Student athletes will be held to a high standard as stated in the student athlete code of conduct.

### **II. PHILOSOPHY**

The purpose of Monroe Athletics is to teach, develop and instill in our student athletes discipline, integrity, commitment, teamwork and character. The Monroe Local Schools' Athletic Department believes that student athletes have an obligation to exhibit moral and responsible conduct and to provide wholesome, positive leadership in our programs and community. We firmly believe that there is no place in school athletics for alcohol, nicotine or alternative nicotine products, or other drugs, as well as any behaviors that reflect negatively on the athlete, team, school or community. All participants in Monroe Athletics will show they take full responsibility for their behavior and actions by signing and adhering to this policy.

### III. GOVERNING ORGANIZATIONS

#### The Ohio High School Athletic Association (OHSAA)

The mission of the OHSAA is to regulate and administer interscholastic athletic competition in a fair and equitable manner while promoting the values of participation in interscholastic athletics as an integral part of a student's educational experience. The OHSAA represents its member schools by recognizing and promoting academics, the safety of participants, good citizenship and lifelong values as the foundation of interscholastic athletics. Monroe Local Schools, like all OHSAA member schools, is a voluntary member of the Ohio High School Athletics Association. As a member school district, the Monroe Local School District agrees to abide by and enforce all rules and regulations promulgated by the OHSAA.

#### The National Federation of State High School Associations

The National Federation of State High School Associations consists of the fifty-one National State High School athletic and/or activities associations. The National Federation's purpose is to serve, protect and enhance the interstate activity interests of the membership belonging to state associations by publishing playing rules in 16 sports for boys and girls competition and administers fine arts programs in speech, theater, debate and music. The NFHS provides a variety of program initiatives that reach the 18,500 high schools and over 11 million students involved in athletic and activity programs.

### IV. EFFECTIVE PERIOD OF TIME

This athletic policy will be in continuous effect from the date of the first practice session of the student's first sport at the Junior High School level (as sanctioned by the OHSAA) until he/she graduates from high school. This policy is in effect year round, which includes all district holidays and vacations. There is no "off season" and the policy will be enforced 24 hours a day, 365 days a year.

### V. DEFINITION OF AN ATHLETE

"Athlete" for the purpose of these rules and regulations shall be defined as any student enrolled in the Monroe Local School District or participating in interscholastic athletics in accordance with state law, including non-enrolled or home educated students who participate in district sponsored and/or financed interscholastic activities as a student in grades 7-12.

## VI. EXPECTATIONS OF ATHLETES

Athletes representing the Monroe Local Schools must realize that their conduct reflects on themselves, their team, their school, and their community. Therefore, all Monroe Local Schools athletes shall:

- Maintain academic eligibility.
- Exhibit a high level of commitment to their team and teammates by completing the season as a member of their team.
- Complete all required pre-participation paperwork.
- Display a high standard of social behavior.
- Display proper sportsmanship in defeat, as well as in victory at all sporting events, as a participant or as a spectator.
- Demonstrate respect for all authority figures including but not limited to: parents, officials, teachers, coaches, administrators and others.
- Exhibit a proper spirit of cooperation.
- Demonstrate a dedication to hard work and training.
- Display proper behavior both in and out of school.
- Exemplify good citizenship and serve as good role models.
- Show respect for the integrity of the athletic awards system, in which earned awards are non-transferable and may be revoked.
- Abides by all OHSAA, Athletic Department and Team rules.

## VII. REGULATIONS FOR PARTICIPATION

**Pre Participation Forms / Permission To Participate** - Before an individual may participate in an official conditioning or instructional session, open facility, physical fitness program, practice or competition, the athlete and his/her parent/guardian must complete all of the pre-participation forms. Pre-participation forms can be found online via Final Forms at: <https://monroe-oh.finalforms.com>

In addition to the pre-participation forms that must be completed online via Final Forms, all participants must have a valid pre-participation physical examination form signed by his/her parent/guardian and a medical examiner (Physician {M.D., D.O., or D.C.}, Advanced Nurse Practitioner or Physician's Assistant) must be on file in the Athletic Office. All pre-participation physical examination forms are valid for 13 months from the date indicated on the form by the examining physician.

**Insurance** - All students participating in interscholastic athletics are recommended to have adequate health insurance while participating in school sponsored activities. Students who do not regularly carry health insurance can be recommended to a suitable and qualified insurance carrier by the athletic director. Parents / Guardians that elect to allow

their athlete to participate without adequate insurance do so at their own risk and acknowledge that the responsibility for securing appropriate student accident insurance rests with the parent/guardian.

**Academic Eligibility / Grades 7-12** - In order to be eligible in grades 9-12: a student must be currently enrolled (or participating in accordance with state law) and must have been enrolled in school the preceding grading period. During the preceding grading period, the student must have received passing grades in a minimum of five (5) one-credit courses or the equivalent, which apply towards graduation.

The eligibility or ineligibility of a student continues until the start of the fifth (5th) school day of the next grading period, at which time the grades from the immediately preceding grading period become effective. Exception: Eligibility or ineligibility for the first grading period commences with the start of the fall sports season.

Home educated students and non-public school students whose parents live in the Monroe Local School District are able to participate in interscholastic athletics in accordance with state law provided that the non-public school does not sponsor the interscholastic sport that the student wishes to participate in. All students/parents must meet with the Athletic Director to determine final eligibility.

Grades 7-8: To be eligible, a student-athlete must be currently enrolled (or participating in accordance with state law) in a member school and have received passing grades in a minimum of four (4) of all subjects in which enrolled the immediately preceding grading period.

All beginning seventh graders are eligible insofar as the scholarship bylaw.

Additionally, all students must have achieved a GPA of 1.75 during the immediately preceding grading period in order to be eligible to participate in interscholastic athletics.

Summer school grades earned may not be used to substitute for failing grades from the last grading period of the regular school year per OHSAA Regulations.

**College Credit Plus & Dual Enrollment Courses** - Students enrolled in College Credit Plus and/or Dual Enrollment course opportunities are responsible for providing written verification from their course instructor to the Athletic Director verifying their current grade(s) and/or a progress report for each CCP and/or Dual Enrollment course as of the date of Monroe High School's end of grading period for the grading period in question. **Students must consult with their Guidance Counselor prior to dropping any CCP and/or Dual Enrollment Course. Students are**

**responsible for notifying their Guidance Counselor and the Athletic Director immediately upon dropping a course as it may impact their athletic eligibility.**

**PE Waiver** - Students in grades 9-12 have the opportunity to fulfill their Physical Education requirement through participation in select extracurricular activities - including interscholastic athletics. Participation in this opportunity is voluntary and the ¼ credit awarded through successful completion of the standard Physical Education course is not awarded through the PE Waiver option.

Students wishing to utilize the Physical Education Waiver must submit the completed waiver form when registering on Final Forms at the start of their sport season.

**Early Graduation** - Students who elect to graduate at the end of the first semester are not eligible to participate in winter or spring athletics.

**Attendance/Participation** - An athlete who is not in attendance for the full school day will not be permitted to participate in any extra-curricular or co-curricular activity that day - including practices. **An athlete must be in attendance by 9:10 AM and not depart prior to 1:20 PM and/or cannot miss more than 90 minutes of instruction time to be considered present for the full school day.**

College Credit Plus and/or Dual Enrollment students must be in attendance by the start of his / her first scheduled class. Pre-approved, documented absences (college visits, doctors and dentist appointments, funerals, court appearances, etc.) are exceptions to the attendance participation policy. Excessive unexcused tardies and absences may result in both school and athletic disciplinary action. Emergencies and other extenuating circumstances must be handled through the Principal and/or Athletic Director.

In some cases it is necessary for students to be excused from class as a result of their participation in interscholastic athletics. In these situations, it is the responsibility of the individual athlete to communicate with his/her teacher at least one school day prior to the classes they are scheduled to miss because of an athletic event. Students are responsible for all missed work and shall be made up at the convenience of the teacher.

**Dismissal from a Squad:** Any athlete who has been dismissed from a squad for any violation during a sport season may be deemed ineligible for team or individual awards or to participate on any other athletic squad in any other sport during the same sport season.

If an athlete is cut from a squad, the individual may try-out for another

team in the same sport season if the time and opportunity permits the tryout to take place.

**Any player who quits a team is not permitted to attend any workouts, weight sessions or any other activities until the original sports season is completed.** Players may be allowed to participate if a release from the head coach of the original sport is granted.

**Transportation/Travel** - All participating team members must travel to and from contests on school provided transportation when transportation is provided by Monroe Local Schools. A parent or guardian may make alternate transportation arrangements in advance with permission of the principal or athletic director.

Students are expected to uphold the highest standard of behavior both when traveling to/from and school sponsored events (as outlined in the School Code of Conduct) and while at the event. Failure to do so will result in disciplinary action based on the nature of the offense.

**Appearance** - Athletes are expected to have a well-groomed appearance. Personal style is not to interfere with the individual's performance nor present a situation, which could cause a hazardous condition for the athlete or for other athletes/participants. Students are required to maintain appropriate standards of dress during all activities including but not limited to workouts, practices, and competitions. **Undergarments worn as exterior clothing items are not appropriate forms of dress.**

**Personal Communication Devices**

Students may possess and use personal communication devices (PCDs) on school property, school-provided transportation, or at school-sponsored activities only during approved times and for approved purposes. PCD's include, but are not limited to mobile/cell phones, pagers, tablets, gaming devices, smart phones, electronic readers, etc. Student use of PCDs on school property is a privilege and not a right. This privilege may be revoked by the District at any time. The District reserves the right, in its sole discretion, to determine which types of PCDs it will allow students to use and when. Such determinations are subject to change. Notwithstanding the foregoing, Students may possess and use PCDs on school property and at school sponsored curricular and extracurricular activities according to the terms set forth in Board Policy 5136.

Additionally, PCD's may be used during participation in curricular and extracurricular activities for instructional or educational purposes, and at the discretion of the District Official and only in accordance with OHSAA regulations.



During after school activities, PCD's shall be powered completely off (not just placed into vibrate or silent mode) and stored out of sight in a safe location when directed by the administrator or sponsor. The District is not responsible for lost or damaged devices that the student chooses to bring to an activity.

**Sportsmanship** - Monroe Local Schools places the highest priority on good sportsmanship and integrity. Parents, student-athletes each play a fundamental role in this process. We ask you to take that responsibility seriously and lead by example. Please attend our athletic contests with spirit and enthusiasm, but also with courtesy and respect to the officials, our opponents and their fans. Together, we hope to establish a positive image of the Monroe Local Schools. **It must be remembered that participation in athletic activities and being a spectator is not a right, but a privilege that will be regulated by basic rules of good sportsmanship.**

**Expectations for Students:**

- Show respect for opponents at all times.
- Show respect for officials and their decisions.
- Know and follow the rules of the contest.
- Maintain self-control at all times.
- Recognize and appreciate skilled performances regardless of affiliation.

**Expectations for Parents / Guardians:**

- Parents / Guardians are not to approach a Coach for a conference before, during or within 24 hours of a contest or during practice.
- Parents / Guardians will refrain from using inappropriate (obscene) language or gestures while attending athletic events.
- Parents / Guardians will treat all game personnel (including coaches and players from all participating schools, game officials / referees / umpires, event workers and administrators with respect, even when disagreeing with a decision.
- Parents / Guardians should remember that student-athletes are participating for their enjoyment and should follow the sportsmanship guidelines as agreed to upon participation enrollment on Final Forms.

**Ejections from an Athletic Contest** - Athletes who are ejected from an athletic contest will be subject to disciplinary consequences as outlined by the Ohio High School Athletic Association. Additional consequences may be levied at the discretion of the Administration based on the nature of the offense as outlined in this Code of Conduct and/or the Student Code of Conduct.

Parents, fans, and other spectators who are ejected from an athletic contest may also be subject to disciplinary action in adherence to applicable Ohio High School Athletic Association and / or Southwestern Buckeye League policies or at the discretion of the administration. The Board of Education has authority to expel an individual from a game or contest, or potentially prohibit them from entering board property in future in accordance with the law.

**Squad Limitations** -Sometimes it is necessary to trim the size of a team down to an appropriate number. When "cutting" of students/athletes is necessary, the coach will meet with the student/athletes to explain the criteria used to reduce the team. An adequate amount of time shall be provided as an evaluation process prior to reductions being made to ensure candidates are appropriately evaluated.

A student completing a Fall or Winter sports season, when their current season of participation overlaps with their next season of participation will also be assured an adequate tryout process. Every attempt will be made to give each student the same amount of time to demonstrate skills. The entire coaching staff will make every effort to participate in the evaluation of each student/athlete in a given sport in a consistent and equitable manner. The Head Coach will be responsible for making the final decision with respect to his/her team. Students wishing to tryout after the original tryout period shall communicate that desire in advance with the Head Coach and establish a plan for the tryout in advance.

Any student cut from a squad will be entitled to a conference with the coach to explain the reasons why he/she did not make the team and to suggest possible alternatives for improving skills, thereby enhancing his/her opportunity for making the team in the future.

**Two Sports Participation** - No athlete or cheerleader may participate in two sports during a season without an agreement by both coaches and signed permission of the parent/guardian. The athlete must specify which sport is to be his/her first priority. Please reference the Dual Sport Participation Form included in the handbook.

**Lettering/Awards** - Awards are presented to student/athletes to represent an accomplishment. Awards are earned; not just given away. To be eligible, athletes must show respect for the integrity of the athletic awards system, in which earned awards are non transferable and may be revoked. A student/athlete will be presented an award for his/her participation when and if he/she meets the following criteria:

- Attend and participate in practice to the satisfaction of the coach.
- Secure the recommendation of the coach.
- Meet all the requirements of the Athletic Policy.

- Participate in the required number of quarters, halves, games, etc., or have earned a certain level of points.
- Complete season as a member of the team.
- The coach has the authority to change letter requirements for individual athletes for disciplinary reasons or based on special circumstances with the knowledge and approval of the Athletic Director.
- Special awards may also be presented based on the coach's criteria.

NOTE: As not all institutions that offer College Credit Plus or Dual Enrollment opportunities to Monroe High School students follow the same grade report date timeline as Monroe High School, please be aware that athletic related - academic based honors and awards may be impacted based on the Monroe High School Athletic Department's ability to verify completed course grades and the timeline that corresponds with a particular honor / award.

**Athletic Equipment/Uniforms** - As an athlete participating in interscholastic athletics in the Monroe Local School District, students have the following responsibilities concerning school issued uniform and equipment items:

- It is extremely important that your equipment is properly used to provide you the protection for which it was designed.
- It is your responsibility to periodically (at least weekly) examine your equipment for damage.
- Damaged equipment must be repaired BEFORE you compete or practice. You cannot be adequately protected with defective equipment. **Bring all your equipment problems immediately to the attention of your coach for resolution.**
- Your equipment and uniform are issued to you alone.
- Students are responsible for the security of these items.
- Do not loan your equipment or uniform to others.
- Keep all items under lock.
- Equipment or uniform items that are lost, damaged or stolen are your financial responsibility. Athletes will not be permitted to participate in other sports until fines are paid or equipment returned.

**Use of School Locker Room** - All student athletes who utilize school locker rooms are required to adhere to the following rules:

- Absolutely no horseplay is permitted in locker rooms.
- Harassment, bullying and/or hazing is strictly forbidden. Situations of such behaviors should be reported to a Coach or Administrator immediately.
- Personal Communication Devices such as cell phones, ipads, or

other such devices are not permitted to be used in the locker room. It is the responsibility of students to ensure that PCDs are properly and safely stored when not in use.

- Glass Containers are not permitted in the locker rooms.
- All metal spikes and cleats should be removed prior to entering the locker room.
- Items stored in the locker room must be removed and washed regularly (at least once per week).
- All items MUST be secured in a locker with a lock while in use.
- All items must be removed on the next day after the last day of the season.

Lockers are the property of the Board of Education and may be subject to random searches without consent. Students do not have an expectation of privacy in their lockers even if they are capable of being locked.

**Activity Fees** - Students participating in school sponsored extracurricular activities will be required to pay an activity fee each season. There will be a fee of \$150 for the first sport of participation and a fee of \$100 for the second sport. If an individual student participates in 2 sports they will be permitted to participate in a 3<sup>rd</sup> sport free of the activity fee charge. These fees are applicable for all sports grades 7 through 12. Families will have their total activity fee payment capped at \$500 for the school year covering students residing in their household. It is the responsibility of the parent/student to communicate with the Athletic Secretary to initiate the 3<sup>rd</sup> sport free or \$500 family cap. Refunds will not be given for any athlete who quits a team, is dismissed from a team or becomes ineligible. Fees are subject to change by the school board and payment of the activity fee must be made by published payment dates. Students whose fees are not paid or have failed to establish a payment plan after the published payment dates will be denied participation until the fees are paid.

Families who are enrolled in the Free or Reduced Lunch Programs will be assessed a discounted activity fee rate of \$50 (Free Lunch Program) and \$75 (Reduced Lunch Program).

**Injured Athlete** - Any athlete who has sustained an injury that requires a visit to a medical care provider and / or has been denied participation by a physician will not be permitted to practice or play in a game/event until a physician's release has been granted. The Board of Education hired Athletic Trainer has the authority to deny participation to an injured athlete and/or request additional documentation for clarification from a treating physician. A coach, parent / guardian, or athlete cannot override a physician's or the Athletic Trainer's denial of participation for injury. Injured athletes should attend all practices, games and other team functions unless the injury absolutely prevents attendance.

Athletes who have sustained or are suspected of having sustained a concussion will follow the return to play protocol set in place at the sole discretion of the board hired Athletic Trainer. A doctor may provide a note to inform the trainer when students may begin the return to play protocol - the doctor cannot set a future date when the student will return to play because of the inability to predict when a student will be symptom free.

**Special Team Rules** - Coaches may have team rules in addition to the Athletic Policy, provided they are submitted to the Athletic Director for approval and/are prior to the beginning of his/her sport and are distributed to team members.

**Activity Conflict Resolution** - In the event that a student is participating in multiple school sponsored activities, every effort should be made to amicably resolve any scheduling conflicts. The "performance" (athletic contest, concert, play) has priority over any practice or extra rehearsal. In the event a practice or extra rehearsal be scheduled at the same time as an athletic contest occurs in which the student is participating, the athletic event should have priority and the student be excused without penalty. However, make-up work or alternate assignments for grade compensation may be assigned. Conversely, in the event that the music performance conflicts with an athletic practice, the performance takes priority and non-participation by the student will not be penalized.

- In the event that practice occurs at the same time in music, drama, sports, etc., the practice time is divided equally between the two activities.
- Whenever possible, all conflicts should be handled prior to the beginning of the season/rehearsals. Although it is not the intent to punish a student, it is necessary for the coach/advisor to have a complete understanding of the availability of that student in the development of the program of that coach/advisor.
- At times, events must be rescheduled. If the student has two performances/events at the same time, the previously scheduled performance/event has priority over the rescheduled event.
- Any tournament game takes precedence over a regularly scheduled concert.
- Any music performance takes precedence over a regularly scheduled game or practice.
- Should any team make it to the State Tournament, the participating student will be excused from the music contest/concert to participate in this experience. Other music students, just as a part of the student body, will be expected to fulfill their music obligations.

**Chain of Command** - Parents and/or student athletes who have a concern should schedule a meeting with the coach of that particular sport team. If after a meeting with the appropriate coach has been held and there are still concerns, the above noted Chain of Command should be followed in an effort to discuss and resolve those concerns. Concerns, questions and important information regarding your athlete should always be conveyed at a mutually convenient time and every effort should be made to hold such meetings in a private setting.

- Assistant / Position Coach
- Head Coach
- Athletic Director
- Building Principal
- Superintendent

**Vacations** - Vacations by athletic team members during a sports season are highly discouraged. In the event that absence due to a vacation is unavoidable, the athlete must:

- Contact the Head Coach prior to the departure date of the vacation.
- Be willing to assume the consequences related to his/her status on that team as a starter, second team and so forth.

**Withdrawing from School / Transferring** - Students are hereby advised that by withdrawing and/or transferring from Monroe Local Schools to another school after the start of the 9<sup>th</sup> grade may jeopardize the student's athletic eligibility. Students and/or parents/guardians are advised to schedule a meeting with the Athletic Director prior to withdrawing and/or transferring to review how this may impact the student's athletic eligibility.

Additionally, please be advised that under OHSAA Bylaw 4-5-6 any student who is subject to a penalty or consequences for violations of a school's Board adopted Code of Conduct (Student, Athletic) shall be declared ineligible in the event the student transfers to another school before the penalty or consequence has been fully served.

**College Recruiting** - Student athletes and their parents/guardians who may wish to participate in intercollegiate athletics are strongly encouraged to begin registering with the NCAA and NAIA Clearinghouse early in the student's high school career. While this process can begin at any time, it is recommended this begins during the student's freshman or sophomore year. Additionally, athletes and parents/guardians are encouraged to meet with the student's guidance counselor to review the list of required core courses and monitor their child's completion throughout their high school career. An introductory course on this process can be found online at: <https://nfhslearn.com/courses/14000/ncaa-eligibility>

### VIII. INFRACTIONS

Due to the health, safety and welfare of our student athletes, we highly encourage members of our community to contact the proper law enforcement agency if an alleged Code of Conduct or Substance Use infraction is or has been committed.

Allegations of an alleged infraction(s) that does not take place on the campus / property of Monroe Local Schools and / or during a school sponsored activity (whether it be on campus or off campus) shall be reported to the School Resource Officer(s) assigned to Monroe Local Schools or other appropriate law enforcement officer. Information relating to the allegation provided from the School Resource Officer's review and / or investigation or other law enforcement agency will then be used to determine if a violation of the Athletic Code of Conduct occurred.

### IX. CODE OF CONDUCT

As a representative of their school, athletes should strive to develop and maintain a high set of standards in the classroom, in their respective sport and in the community.

The Monroe Local Schools have set standards, i.e., rules, that every athlete is expected to follow. It is the responsibility of each coach to inform his/her athletes of the team rules and regulations that govern their sport as specified in this Athletic Policy and the Coach's rules.

Infractions of the Coach's rules, Student Code of Conduct as outlined in the Student Handbook, this Athletic Policy, the Ohio High School Athletic Association's Policies or the Ohio Revised Code will be reported to the Athletic Director and/or the Principal.

1. **OFFENSES** - Due to the broad range of potential infractions, the following offenses describe punishable infractions. The disciplinary consequences of violating these potential offenses will be at the sole discretion of the Junior High and/or High School Administration and not subject to further appeal.

A. Punishable Infractions include but are not limited too:

1. **Violation of the Monroe Junior High School or Monroe Senior High School Student Handbook** - Students are expected to serve as role models for their fellow classmates at all times, including during the school day and at all school related events and activities.

2. **Theft, Damage, or Misuse of Home and/or Host School and Private/Public Property** - No athlete shall steal or intentionally damage school or private/public property associated with a school event or activity either during or after the school day/activity.
3. **Threat of Assault on or Physical Injury to Students and/or Adults** - No athlete shall intentionally threaten, assault, cause or attempt to cause physical injury to other students and/or adults. This includes all forms of hazing, discrimination, harassment or bullying.
4. **Social Media Behavior** - Online conduct which substantially disrupts or has a likelihood of disrupting school operations and/or extracurricular activity, as well as speech that constitutes a threat of harm, or speech that promotes hate, violence or use of prohibited substances.
5. **Discrimination and Harassment** - In accordance with School Board Policy 5517 - No student shall harass or discriminate against any student, employee or other person on the basis of race, color, national origin, citizenship status, religion, sex, economic status, marital status, pregnancy, age or disability. No student shall retaliate, coerce or intimidate any person who exercises their right to file a complaint of harassment or discrimination, or who participates in the investigation of such complaint. Any participant in a school activity who believes this rule has been violated should report the matter immediately to a staff member or administrator.
6. **Bullying/Assaults/Hazing/Dating Violence** - In accordance with Board Policy 5517.01 - A student shall not harass, haze, bully, retaliate against, coerce, interfere with, intimidate, inflict injury, and cause another to inflict injury, or behave in any way which could cause physical injury or mental anguish to another student, teacher, or other school personnel. These acts are prohibited on school property, on a school bus, or at school sponsored events. A student shall not intentionally direct to another student, teacher or other school employee words, phrases, or gestures which are vulgar, obscene, or degrading. Students are prohibited from using a Personal Communication Device (PCD) to violate this Rule. This includes, but is not limited to, cyber-bullying posted on social media outlets.
  - Any student or student's parent/guardian who believes he or she has been or is the victim of behavior prohibited by this Rule should immediately report the situation to the building principal or assistant principal.
  - The student may also report concerns to teachers and other school staff who will be responsible for notifying the appropriate administrator.
  - Every student is encouraged, and every staff member is required, to



report student behavior prohibited by this Rule. Reports should be made to those identified above.

- All complaints about behavior that may violate this Rule shall be promptly investigated.
- A school district employee, student, or volunteer shall be individually immune from liability in a civil action for damages arising from reporting an incident if that person reports an incident involving harassment, intimidation, bullying, assaults, hazing and dating violence, in good faith, and in compliance with the procedures specified in this rule. Such immunity from liability shall not apply to an employee, student, or volunteer determined to have made an intentionally false report about these prohibited acts.
- Retaliation against any person who reports, is thought to have reported, files a complaint, or otherwise participates in an investigation or inquiry concerning allegations of harassment, intimidation, bullying, assaults, hazing and dating violence is prohibited and will not be tolerated. Such retaliation shall be considered a serious violation. Suspected retaliation should be reported in the same manner set forth above. Making intentionally false reports under this Rule is similarly prohibited. Retaliation and intentionally false reports may result in disciplinary action as indicated above.
- For purposes of this rule, "intimidation or bullying" is defined as any intentional written, verbal, electronic or physical act that a student exhibits toward another particular student more than once and the behavior both:
  - causes mental or physical harm to the student, and
  - is sufficiently severe, persistent, or pervasive that it creates an intimidating, threatening, or abusive educational environment for the other student; or
  - violence within a dating relationship.
- For the purposes of this rule, "dating violence" is defined as the intentional use of physical, sexual, verbal, or emotional abuse by a person to harm, threaten, intimidate, or control another person in a dating relationship. Dating violence is a pattern of coercive behavior that one partner exerts over the other for the purpose of establishing and maintaining power and control.
- "Electronic act" means an act committed through the use of a cellular telephone, computer, pager, personal communication device, or other electronic communication device.

**B. Possible Consequences for Violations** - Student athletes who violate the law, Student Code of Conduct, Athletic Code of Conduct, special team rules and/or behave in a manner that does not reflect good citizenship or is unbecoming of a student athlete may be subject to consequences including but not limited to the following. These

consequences do not follow established stages of the Athletic Code of Conduct. Particular consequences will be determined at the sole discretion of the coach and school administration based on the specific facts of each situation, and may include:

- **Denial of participation**
- **Removal of leadership positions**
- **Forfeiture of individual and team awards**

In addition to consequences that impact a student's participation in interscholastic athletics, students may be subject to school related discipline as assigned by the Principal or the Principal's Designee in accordance with the Student Code of Conduct or even criminal charges.

NOTE: Any athlete convicted of a felony will be denied participation. However, conviction is not a requirement of such denial.

## **2. Substance Use/Possession - Tobacco & Alternative Nicotine Products**

For purposes of this handbook, "use of tobacco & alternative nicotine products" means to chew or maintain any substance containing tobacco, including smokeless tobacco, in the mouth to derive the effects of tobacco, as well as all uses of tobacco, or tobacco substitutes, including cigars, cigarettes, pipe tobacco, chewing tobacco, snuff, any other matter or substances that contain tobacco, in addition to papers used to roll cigarettes and/or smoking of electronic, "vapor," or other substitute forms of cigarettes, clove cigarettes and any other lighted smoking devices for burning tobacco or any other substances.

A. **1ST VIOLATION** - Any athlete violating the Athletic Code as it applies to the use or possession of tobacco and/or alternative nicotine products will be denied participation under the following guidelines:

1. In-Season - Denial of participation for 30% of the contests (regular season or post season tournament) based on the number of regular season scheduled events. Non-participation of contests must be consecutive, not selective.

NOTE: If the violation occurs with less than 30% of the contests remaining of the sport season, the penalty shall carry over to the following chosen sport. Non participation of contests must be consecutive, not selective.

2. Out of Season - Denial of participation in the next chosen sport for 30% of the contests (regular season or post season tournament) based on the number of regular season scheduled events. Non-participation of contests must be consecutive, not selective.

3. This denial of participation may be reduced to 10% of the contests (regular season or tournament) based on the number of regular season scheduled events if the athlete and his/her parent/guardian agree to a substance use assessment coordinated through the school Athletic Director. This assessment must be scheduled within 24 hours of notification of infraction and Athletic Director must be notified of scheduled assessment within 48 hours. Additionally, the student athlete must complete 10 hours of community service which must be verified by the Athletic Director.

Denial of participation will mean not dressing in team uniform for all activities related to contest(s) in which participation is denied. Participation in practices, traveling with the team and sitting on the team bench is permitted.

**B. 2ND VIOLATION** - Any athlete violating the Athletic Code as it applies to the use or possession of tobacco and/or alternative nicotine products will be denied participation under the following guidelines:

1. In-Season - Denial of participation for 50% of the contests (regular season or post season tournament) based on the number of regular season scheduled events. Non-participation of contests must be consecutive, not selective.

NOTE: If the violation occurs with less than 50% of the contests remaining of the sport season, the penalty shall carry over to the following chosen sport. Non participation of contests must be consecutive, not selective.

2. Out of Season - Denial of participation in the next chosen sport for 50% of the contests (regular season or post season tournament) based on the number of regular season scheduled events. Non-participation of contests must be consecutive, not selective.

3. This denial of participation may be reduced to 25% of the contests (regular season or tournament) based on the number of regular season scheduled events if the athlete and his/her parent/guardian agree to a substance use assessment coordinated through the school Athletic Director. This assessment must be scheduled within 24 hours of notification of infraction and Athletic Director must be notified of scheduled assessment within 48 hours. Additionally, the student athlete must complete 20 hours of community service which must be verified by the Athletic Director.

Denial of participation will mean not dressing in team uniform for all activities related to contest(s) in which participation is denied. Participation in practices, traveling with the team and sitting on the team bench is permitted.

- C. **3rd Violation & Sequential Violations** - Any athlete violating the athletic code as it applies to the use or possession of tobacco and/or alternative nicotine for the third time and all sequential violations thereafter will be denied participation for 1 calendar year. Additionally, in order to return after the 1 year period of removal the student athlete must complete 40 hours of community service which must be verified by the Athletic Director.

Denial of participation will mean non-participation in all in-season and out of season team activities including practices, contests and weight training sessions, non-participation in tryout activities, no traveling or sitting on the bench during competitions, and forfeiture of all in season awards.

### **3. SUBSTANCE USE/POSSESSION - Alcohol and Other Drugs**

- A. **1ST VIOLATION** - Any athlete violating the Athletic Code as it applies to the use or possession of alcohol and/or drugs will be denied participation under the following guidelines:
1. In-Season - Denial of participation for 50% of the contests (regular season or post season tournament) based on the number of regular season scheduled events. Non-participation of contests must be consecutive, not selective.

NOTE: If the violation occurs with less than 50% of the contests remaining of the sport season, the penalty shall carry over to the following chosen sport. Non participation of contests must be consecutive, not selective.

2. Out of Season - Denial of participation in the next chosen sport for 50% of the contests (regular season or post season tournament) based on the number of regular season scheduled events. Non-participation of contests must be consecutive, not selective.
3. This denial of participation may be reduced to 20% of the contests (regular season or tournament) based on the number of regular season scheduled events if the athlete and his/her parent/guardian agree to a substance use assessment coordinated through the school Athletic Director. This assessment must be scheduled within 24 hours of notification of infraction and Athletic Director must be notified of scheduled assessment within 48 hours. Additionally, the student

athlete must complete 10 hours of community service which must be verified by the Athletic Director.

Denial of participation will mean not dressing in team uniform for all activities related to contest(s) in which participation is denied. Participation in practices, traveling with the team and sitting on the team bench is permitted.

**B. 2ND VIOLATION** - Any athlete violating the Athletic Code as it applies to the use or possession of alcohol and/or drugs will be denied participation under the following guidelines:

1. In-Season - Denial of participation for 1 calendar year.
2. Out of Season - Denial of participation for 1 calendar year.
3. This denial of participation may be reduced to 50% of the contests (regular season or tournament) based on the number of regular season scheduled events if the athlete and his/her parent/guardian agree to a substance use assessment coordinated through the school Athletic Director. This assessment must be scheduled within 24 hours of notification of infraction and Athletic Director must be notified of scheduled assessment within 48 hours. Additionally, the student athlete must complete 20 hours of community service which must be verified by the Athletic Director.

If the violation occurs during the season with less than 50% of the contests remaining of the sport season or out of season, the penalty shall carry over to the following chosen sport. Non participation of contests must be consecutive, not selective.

4. Denial of participation will mean non-participation in all in-season and out of season team activities including practices, contests and weight training sessions, non-participation in tryout activities, no traveling or sitting on the bench during competitions, and forfeiture of all in season awards.

NOTE: If the penalty is reduced to 50% of the contests in either the current season or the season of the next chosen sport, denial of participation will mean not dressing in team uniform for all activities related to contest(s) in which participation is denied. Participation in practices, traveling with the team and sitting on the team bench is permitted.

**C. 3rd Violations** - Any athlete violating the athletic code as it applies to use or possession of alcohol and/or drugs for the third time will be denied participation for 1 calendar year. Additionally, in order to return after the 1 year period of removal the student athlete must

complete 40 hours of community service which must be verified by the Athletic Director.

Denial of participation will mean non-participation in all in-season and out of season team activities including practices, contests and weight training sessions, non-participation in tryout activities, no traveling or sitting on the bench during competitions, and forfeiture of all in season awards.

**D. 4th Violations - Any athlete violating the Athletic Code as it applies to alcohol and/or drug substance use for the fourth time will be denied participation for his / her remaining high school career.**

**4. SELLING/DEALING SUBSTANCES - ALCOHOL, TOBACCO, OTHER DRUGS**

**1<sup>ST</sup> Violation-** Any athlete violating the athletic code as it applies to selling/dealing substances for the first time will be denied participation for one calendar year. Denial of participation will mean non-participation in all in-season and out of season team activities including practices, contests and weight training sessions, non-participation in tryout activities, no traveling or sitting on the bench during competitions, and forfeiture of all in season awards.

NOTE: This denial of participation may be reduced to allow the student athlete the opportunity to return to all in-season and out of season team activities (except participation in all pre-season, regular season, or postseason contests) after a 90 day complete removal is completed. Student athletes would continue to be denied participation in all contests until the 1 year anniversary date of the infraction. For consideration of such reductions the student athlete and his/her parent/guardian must agree to a substance use assessment coordinated through the school Athletic Director. This assessment must be scheduled within 24 hours of notification of infraction and Athletic Director must be notified of scheduled assessment within 48 hours. Additionally, the student athlete must complete 50 hours of community service in its entirety - which must be verified by the Athletic Director.

**A. 2<sup>ND</sup> Violation-** Any athlete violating the athletic code as it applies to selling/dealing substances for the second time will be denied participation for his/her remaining high school career.

**4. DISCIPLINARY CONSEQUENCES** - Non-participation requirements

A. Since the Substance Use Assessment and denial of participation are meant to benefit the Athlete and increase his/her chances of future success, the Athlete must complete the program(s) and comply with the non-participation requirement even if either carries over to another

season or school year. Non-participation of contests must be consecutive, not selective. Every attempt must be made by the athlete to complete the program before the non-participation period ends.

- B. During the period of non-participation the athlete may be expected to practice and sit on the team bench dressed in appropriate street clothes during contests unless otherwise specified by the Principal and/or Athletic Director. All rules, regulations, and requirements of the sport will be followed.
- C. If applicable the penalty will be applied to the next chosen sport, however, the athlete must complete the current season of participation or the penalty will be applied to the next chosen sport.
- D. Multiple Violations - In the case of multiple violations, consequences will be imposed consecutively, not concurrently, ie.; the athlete cannot begin a second penalty until the first penalty has been completed.
- E. Disciplinary consequences for Athletic Policy and/or Student Code of Conduct violations, which occur at the Junior High level, that are not completed at the time of advancement shall carry over when the athlete is promoted to High School. All penalties and obligations from infractions that occurred during Junior High must be fulfilled prior to competing in High School. Student athlete disciplinary infraction levels that occur during Junior High School will reset upon the advancement from 8<sup>th</sup> grade - however any outstanding consequences still must be completed.
- F. A minimum of 50% of the community service hours assigned as part of the condition for consideration of a reduction in the non-participation penalty must be completed prior to the student's return to participation in a contest (regular season or tournament). All remaining community service hours must be completed within 30 days of the date of the reduction. Should this requirement not be met, the student's original non-participation penalty will be reinstated.
- G. Denial of Participation from Extra-Curricular Activities- Participation in extracurricular activities, including interscholastic sports, is a privilege and not a right. Therefore, the Board of Education authorizes the Superintendent, principals, assistant principals, athletic director, or other authorized personnel, employed by the District to supervise or coach a student activity program, to deny a student from participating in any particular or all extra-curricular activities of the District for offenses or violations of the Student Code of Conduct/Student Discipline Code. In addition student/athletes are subject to the Athletic Code of Conduct and

specific rules of each sport team and may be denied from participating in all or part of any interscholastic sport for violations therein.

Students denied participation in all or parts of any extra-curricular activity are entitled to an appeal to the Building Principal/designee.

#### **X. APPEAL PROCESS**

If you wish to appeal the action of the disciplinary consequences of the initial Athletic Policy meeting, you may do so with the Principal/designee by scheduling a hearing within five (5) school days of the initial hearing date. The decision of the Principal/designee is final and not subject to further appeal.

During the appeal process, the disciplinary consequences of the initial Athletic Policy hearing must be followed until the appeal is completed.