

Salam School Athletic Code of Conduct

As a member school of the Wisconsin Interscholastic Athletic Association (WIAA), it becomes our responsibility to abide by its constitution and by-laws related to eligibility and conduct if we are to remain in the association. Article XXVII - General, of the by-laws, reads as follows relative to conduct of athletes:

"A school shall have a code of conduct for its athletes, and it is recommended that the code (a) designate the period of time involved in a suspension in advance of the school year and (b) be developed with the involvement of students, coaches and administration and adopted by the Board of Education.

1) A student is required to follow the school's code of conduct on a year-round (12 month) basis.

2) In-season violations of the school code shall result in immediate suspension of the student from interscholastic competition for no less than one day of competition (but not less than one complete game or meet) for acts (a) involving use of alcohol, (b) use including chewing, of tobacco and/or (c) use, possession, buying or selling of controlled substances.

3) Salam School will determine minimum penalties for violation of any other provision of its code of conduct, including (a) all out-of-season offenses and (b) any other unacceptable conduct contrary to the ideals, principles and standards of the school and this Association.

4) The minimum penalty for acts outlined in Nos. 2 and 3 (b) above which occurs after a school begins WIAA tournament competition is immediate disqualification of the students for the remainder of the total tournament series in that sport.

The Athletic Code that follows is presented to you so you are aware of the rules and penalties as they relate to your son's or daughter's participation in interscholastic activities. We ask that you retain a copy of this Code of Conduct and that you sign the last page and have your son or daughter return it to school. *Students will not be allowed to participate in the interscholastic program, both practice and contest, until this signed section is on file in the school.*

You should also be forewarned that a potential for injury exists to any participant through their participation in the interscholastic athletic program.

Section I

General

A) STATEMENT OF PHILOSOPHY

We must consider all those involved in the interscholastic athletic program as important parts of our complete high school curriculum. Sports play a major role in our society in general and are a focal point in the lives of many individuals and families. The roles of the participant, family member and spectator are all to be considered. This program should provide certain opportunities, and emphasize definite aims and objectives which are consistent with the total school program.

We must strive to teach those involved in WIAA Interscholastic Athletics to be as efficient, as good, as strong, and as skillful as he or she can possibly be. There is no greater opportunity to teach an individual the price of success, the meaning of defeat, the role of teamwork, and to affect behavior, than through interscholastic athletics. Sports also provide the ingredient in our educational institution that knits the school together. Participants referred to throughout the contents of this document shall include athletes, managers, trainers, and statisticians.

B) STATEMENT OF PURPOSE

To establish and promote a code for students based upon mental and physical health, social responsibility, and leadership.

1) MENTAL AND PHYSICAL HEALTH

To reinforce the importance of avoiding dangerous decisions, resisting negative pressures, seeking assistance whenever needed, and supporting existing laws. This is especially important in the case of situations involving alcohol, tobacco, and mood altering drugs.

2) SOCIAL RESPONSIBILITY

To provide opportunities and expectations for students in the areas of commitment, dedication, loyalty, sportsmanship, strength of character, citizenship, order and discipline as well as a realization that consequences must be faced when rules are broken.

3) To give students the understanding that participation in athletics is a privilege, not a right, and with that privilege comes the opportunity to live up to the expectation that student-athletes are to set and maintain high standards of conduct in and out of school.

C) STATEMENT OF RESPONSIBILITIES

The participant's greatest responsibility is to be a credit to their parents, school, community, and themselves. Therefore, it is required that the participants:

- 1) Display high standards of social behavior.
- 2) Display high standards of sportsmanship.

- 3) Display proper respect for those in authority, including administration, faculty, coaches, and officials.
- 4) Display a real spirit of cooperation and togetherness.
- 5) Display proper attitudes toward their appearance.

D) STATEMENT OF ELIGIBILITY

In order to represent Salam High School in any interscholastic competition, a student must meet all eligibility and scholastic requirements of the Salam High School and the Wisconsin Interscholastic Athletic Association. Listed below are some of the more applicable:

- 1) The participant's parent/guardian must attend an annual meeting conducted by the athletic department before a student will be permitted to participate.
- 2) The participant must be doing passing work in all those subjects that meet every day of the week and grant credit per semester, or year. This standard applies separately to each term, with 1st and 3rd terms being calculated as an end of the term progress grade, and 2nd and 4th terms as semester grades. A failure list will be compiled by the office after each term within five school days, at which point grades will be considered final in regards to eligibility. This policy does not apply to a student who for the first time in his/her high school career receives a single "F" for any term listed above.
 - a) A student who receives one "F" only (for his first offense) would be ineligible for a three week probationary period. The student must practice and follow all team and school rules, but will not be allowed to suit up or play in any contests during the probationary period. At the end of the three week probationary period, a grade check is done and if the student still has an "F" he/she will be ineligible for practice and participation for the rest of the term. If he/she passes all of his/her classes, the student will become eligible for the rest of the quarter.
 - b) A second offense during a student's high school career would be ineligible for the term; there will be no probationary period.
 - c) The probationary period begins on the date the failure list is compiled in the office. This normally would be one week after the end of the term. The probationary period of three weeks will be defined as fifteen (15) school days as per WIAA Academic Eligibility, Section 3 (a) (5).
- 3) Transfer students who meet WIAA eligibility requirements will be academically eligible to participate without restriction for the first term of attendance. Upon enrollment, transfer students will be held to Salam High School Athletic Code standards.
- 4) The participant must be a legal resident (living with parents or legal guardian) of Salam School Community, he/she and his/her parents must be physically residing in Salam School community or a student who has been accepted at Salam High School under the School Choice provision under Wisconsin State Statute. Additionally, the student can only participate with the permission of the parent or legal guardian.
- 5) The participant cannot become 19 years of age before August 1 of the coming school year and expect to participate. The WIAA has the power to grant exemptions under the appeal process.
- 6) The participant must pass and turn in a physical examination card or an alternate year athletic permit card to their coach before participating in any practice sessions. Parents and

athlete must sign.

7) The participant may only receive an award which is symbolic (non-merchandise) in nature such as trophies, medals, ribbons, etc., but they may not receive such merchandise items as jackets, sweaters, equipment, balls, watches, rings, billfolds, etc., regardless of their value. The monetary value of the award must comply with WIAA limitations.

8) The participant must have a completed Parent-Student Acknowledgment Form on file in the school before they will be allowed to participate in interscholastic athletics.

9) Any sport assessment fee must be paid, along with any other fee, before participation in a sport.

E) Statement of Insurance

Students participating in sports are covered, in part, by the Salam School student accident insurance policy. In order to be eligible for benefits a student must be treated by a licensed physician within 30 days of the date of injury.

IMPORTANT REMINDER- anyone who is injured during practice or a game must not only report his/her injury to his/her coach, **but the injury must also be reported to the main office so an insurance form can be filled out.**

Section II

Rules - Penalties - Enforcement

An athletic program must have some minimum of regulations which are essential for both the protection and well being of a participant in interscholastic competition and should be of such degree as to insure the survival of an effective school program. Follow therefore, are the published rules, penalties, and enforcement sections of the code as decided and agreed upon by a representative committee composed of students, school board members, coaches, parents and school administration:

No individual athlete shall be permitted to be in possession of, or use alcoholic beverages, tobacco, nor shall they be in possession of, involved in the sale of, or use of any illegal drugs and/or drug paraphernalia. In addition, no athlete shall be involved in any type of unacceptable conduct.

A) Use of Alcoholic Beverages-Tobacco-Anabolic Steroids Mood Altering Chemical and Drugs during the entire year a student shall not use, consume, possess, buy sell or give away any alcohol, tobacco products, anabolic steroids, or any other controlled substance.

1) AODA Violations

Students involved in violations related to alcohol and other drug abuse (AODA) shall be subject to Class "D" consequences of Salam School Code of conduct. He/she will be suspended immediately from school and expulsion procedures will be pursued within a period of less than ten days. As a result, the student forfeits the privilege of participating in any Salam School

Athletic activity.

B) Unacceptable Conduct

General conduct shall be such as to bring no discredit to the participant, their parents, school or team. Such actions may or may not involve the legal authorities. Should a question of misconduct arise, the principal shall conduct an investigation of the alleged misconduct, and may or may not convene the Athletic Council prior to making the assessment of penalty. Penalties for general misconduct may be made more severe at the discretion of the Athletic Council.

- 1) The investigation of misconduct will involve the head coach of the participant's sport, the coach at the level in which the athletes participate, the participant and his/her parents/guardians or other persons requested by either the participant his/her parents/guardians.
- 2) Should the Athletic Council be convened by the principal, it will evaluate all evidence and arrive at a decision by majority vote for the penalty to be assessed.
- 3) Any appeal, once a penalty has been set by either the principal or the assembled council, shall be referred to Step #3 of Section IV Right of Appeal.

C) Penalties for Violation/s

1) **First Offense**- The athlete will be suspended from participating in 1/4 of the games matches or contests of the season in which he/she is presently participating. If the violation occurred with less than 1/4 of the current season remaining, the remainder of the suspension will be carried into any post-season tournament if the athlete would otherwise have been eligible to participate in the post-season tournament contest. In the absence of the post-season tournament competition, the suspension will be carried into the next season in which the athlete participates.

a) **Tournament Violation**-Violation's occurring during the post-season tournament shall result in disqualification from the entire tournament series in that sport as required by Article XXVII, paragraph B-4 in the WIAA Constitution.

b) **Regaining Eligibility**-Once the athlete has served his/her period of suspension, he/she is eligible to once again participate.

c) **Loss of Awards**-An athlete not able to successfully complete the season because of suspension for a violation will forfeit any special awards which may have been earned during the season. To successfully complete the season means an athlete must be eligible to participate in the final pre-tournament season contest in that sport. Letter awards earned during the season will be presented to first offenders who comply with the honesty clause which is stated hereafter. An athlete who violates for the second time in a career will not be awarded a letter for that season in which the violation occurred.

d) **Post-Season Competition**-An athlete who does not successfully complete the season will not be eligible for post-season tournament play even if the last regular season contest would have completed the athlete's suspension for a previous violation.

e) **Continuation as Team Member**-In all cases, suspended athletes will be required to attend all meetings and practices and functions as any other athlete during the period of their suspension.

f) **Penalty Reduction for Honesty**-For the first offense should the athlete, when first asked at

the initial investigatory meeting, whether he/she engaged in conduct which violated the Athletic Code, admits to having participated in such conduct, the penalty for the first offense will be reduced 50% for violations. Subsequent violations of the code will be treated as any other repeat violation of the Athletic Code and the normal penalties for such violation shall be imposed.

2) **Second Offense**-For a second violation, an athlete is suspended from participation in 1/2 of the contests of the season in which he/she is currently participating. If the violation occurs with less than 1/2 of the current season remaining, the remainder of the suspension will be carried into any post-season tournament in which the athlete would otherwise have been eligible to participate. In the event this stipulation does not apply or does not fulfill the required number of contests, the suspension will be carried into the next season in which the athlete participates.

3) **Third Offense**-The athlete will be suspended from all interscholastic activities for a period of 12 months from the date of the third infraction.

4) **Fourth Offense**-The student athlete will no longer be able to participate in the interscholastic program.

5) **Reinstatement After Third or Fourth Offense**-Following the third or fourth offense, a participant may regain eligibility by undergoing treatment/counseling as an in/out-patient in a rehabilitation program. This does not apply for AODA violations but may include such things as anger management treatment and other rehabilitation services.

a) Following treatment/counseling, a participant may be reinstated upon entering into a written contract with the participant, parent/guardian, principal and athletic director which indicates a renewed willingness on the part of the participant to adhere to principles of the athletic code. A single violation of that agreement will result in a permanent suspension from participation in the athletic program.

Sample Reinstatement Contract

It is the mutual understanding of all parties that I, _____, will honor this contract for the remainder of my high school career. The terms of the contract are as follows:

1.) This contract is only applicable after either the third or fourth offense of Section II (Rules-Penalties-Enforcement) of the Salam Athletic Code of Conduct and has successfully completed the accepted ... counseling programs and an in/out-patient of ... rehabilitation program.

2.) The acceptance of this contract allows the student-athlete to participate fully in athletics from the date of signing.

3.) The student athlete shall follow all aspects of the Salam Athletic Code of Conduct without fail.

4.) Any violation of the Salam Athletic Code of Conduct means immediate and permanent dismissal from all athletic participation for the remainder of the student's high school career.

The undersigned agree to all terms stated in this contract.

Student Athlete	Date	Athletic Council Member	Date
Parent/Guardian	Date	Athletic Council Member	Date
Principal	Date	Athletic Council Member	Date
Director of Athletics	Date	Athletic Council Member	Date

In order to erase an athletic penalty the participant must successfully participate from the first day to the last day of the season. Success will be determined by the coach of the sport.

D) School Policies

- 1) Any unexcused absence on the day of a contest will prohibit the participant from practicing or playing on that day.
- 2) Participants excused for the A.M. classes may participate in the contest or the practice of the day. Those absent from P.M. classes on the day of a contest may not participate unless medical permission is granted or special permission is given by the Principal for legitimate reasons.
- 3) All athletic participants are expected to ride to and from all contests on transportation provided by the school and under the guidance of the coaching staff unless special permission is granted, in advance, by the coach of the sport or the school administration. Permission may be granted only in conformity with school policy as it relates to the school insurance provisions: participants will be released **ONLY** to parents/guardians or school employees. Relative and/or friends of the family are not allowed to transport participants. Permission must also be in writing and signed by a parent/guardian or school employee in person at the site of the contest.

E) Penalties for Violation

The coach **may not** permit the participant who violates this rule to dress or participate in the contest of the day. Failure of the coach to comply will result in the case of an ineligible player resulting in a team or individual forfeiture. The participant who fails to comply with this rule will be ineligible to participate in the next four ensuing contests, with carry over penalties.

F) Training Rules

- 1) A student may not practice for, or participate in, interscholastic athletics until the school has written evidence on file in its office attesting to (a) parental permission each school year and (b) current physical fitness as determined by a licensed physician, no less than every other school year with April 1 the earliest date of examination. It is recommended that a student also have dental fitness attested by a licensed dentist.
- 2) Proper food and regularity in sleeping habits are essential to an athlete. Participants are

expected to comply with the requirements as set by the coach of the sport. The coach is responsible for establishing the penalty if this requirement is not followed.

3) All participants are expected to attend all sessions and games. Permission must be granted in advance by the head coach of the sport if you are to be excused. Injured athletes who are able to attend practice sessions shall be expected to do so, unless special permission is granted by the head coach. The coach of the sport is responsible for establishing the penalty if this requirement is not followed.

4) Once a sport season has started, the switching of participants from one sport to another or participating in two sports within a season (e.g., basketball or volleyball) may be done only by mutual agreement between the two coaches involved.

5) Participants are required to follow additional rules as established by the individual coach of the sport.

G) Enforcement and Reporting of Rules and Regulations

Any report of violation of training rules and regulations given to the Principal by the athletic director, coaching staff, any member of the faculty, law enforcement official, parent, or reliable source, indicating sufficient evidence will be investigated. The participants will be informed of the alleged violation and the penalty will be assessed as per Athletic Code. Once the penalty has been assessed, the Principal or his designee shall notify the parents, in writing, of the violation, the date of the violation, the penalty assessed, and any other pertinent information. This information will be sent by mail. If the participant denies the allegation the Principal or his designee will investigate further and if a penalty is assessed the participant may appeal, in writing, to the athletic council for a hearing under step 1 of Section IV, Right of Appeal, of the Athletic Code. The participant's penalty begins and remains in force until the written appeal is received by the Principal or his designee in his absence; after which the participant remains eligible until the Council meets and renders its decision. The Right of Appeal shall be followed throughout the administration of the Code of Conduct.

Section III

Composition and Operation of the Athletic Council

The Athletic Council shall consist of one boy and girl to represent student interscholastic athletics, the athletic director, two head coaches appointed by the athletic director of a sport in which the participant is not involved in at the time of the violation and the Principal. The boy and girl representatives must be major letter winners as athletic participants in a sport and elected by other major letter winners in boys and girls athletics. In the event that a member cannot be presented at a meeting, a representative from the department or group having the absent member shall be appointed by the athletic director. In the event of the athletic director's absence, the Principal shall appoint such a member or group. The Director of Athletics shall be the chairman of the council.

The entire council will evaluate all evidence and shall arrive at a decision by majority vote.

There shall be one vote cast by each member of the council. Discipline will be administered according to the penalties set forth in the penalty section of this Athletic Code of Conduct.

Section IV

Right of Appeal

The right of appeal is a procedure that the school recognizes as a necessary part of any discipline procedure. The steps outlined below are the procedure for participants and their parents or guardians to follow in appealing a decision relating to discipline and the eligibility to participate in the athletic program. It should be understood that the participants and parents or guardians will be expected to follow these steps in the event legal action should be initiated at some later date.

Step1: After a ruling of ineligibility, resulting in suspension from athletics has been made, a participant may appeal the decision in writing to the Principal provided the appeal is received within seven (7) calendar days from the first day such ineligibility shall take effect.

Step2: The principal within seven (7) calendar days of receipt of such written appeal shall set a date for a hearing with the Athletic Council. (Except for rule #4, general conduct which goes directly to step #3 of this section.)

A) The participant will be provided with an opportunity to testify and present evidence on his/her behalf at the hearing.

B) The participant's parents or guardians will be provided with an opportunity to testify and present other evidence on the participant's behalf.

C) Following the hearing the participant and the parents or guardian will be notified, in writing, of the decision of the Council.

D) Minutes of the hearing, including the decision will be put in writing, and a copy of these minutes will be made available upon request to the participant and his/her parent or guardian.

*** During any appeal the athlete appealing will be considered on Probationary status until the Athletic Council rules on the appeal, at which time the athlete will either be ruled ineligible or reinstated.