

# **Brushton-Moira Central School**

## **Athletic Code**



**2006 – 2007**

**Adopted by the  
Brushton-Moira Central School District  
Board of Education  
September 11, 2006**

## **THE ADMINISTRATION OF INTERSCHOLASTIC SPORTS**

### **I. BOARD OF EDUCATION**

- A. Makes policies.
- B. Approves all programs.
- C. Approves appointment of all personnel.

### **II. ATHLETIC COUNCIL/APPEALS BOARD**

- A. Consists of the principal, athletic director, two coaches, one non-coaching teacher, and the president of student council.
- B. Members serve as an athletic/appeals council.

### **III. HIGH SCHOOL PRINCIPAL**

- A. Serves as recognized authority for local management and control.
- B. Delegates authority and responsibility.
- C. Reports to the Superintendent.

### **IV. DIRECTOR OF INTERSCHOLASTIC ATHLETICS, a.k.a., Athletic Director**

- A. Supervises all coaches.
- B. Evaluates all coaching performances with the superintendent.
- C. Determines the certification of students' interscholastic academic eligibility.
- D. Is empowered to implement the code and acts as the liaison between community, Board, Superintendent, Principal, and coaches in all matters pertaining to the athletic program.
- E. Acts as the coordinator for all interscholastic activities.
- F. Schedules games, informs head of maintenance of all games and practices and aids in the arranging of post-season games, meets or matches.
- G. Develops and presents the athletic budget for approval and communicates transfers of athletic monies with the superintendent.
- H. Supervises the purchasing of equipment and supplies with the superintendent.
- I. Reports to the Superintendent.

### **V. COACHES**

- A. Responsible for carrying out Athletic Code at all times and reporting any violations to Athletic Director.
- B. Responsible for supervision of teams at all times; are not to leave until all students have left practice and have left games (including locker room) or are with their parents.
- C. Responsible for keeping all certifications up-to-date.
- D. Responsible for reporting any injuries to school nurse.
- E. Responsible for carrying out any disciplinary consequences.
- F. Responsible for instilling and displaying the 4 C's with their team members. (Technical fouls will not reflect this philosophy)
- G. Responsible for completing all required forms.
- H. Responsible for working with the Athletic Director to set up all required meetings.

## CORNERSTONES OF OUR ATHLETIC PROGRAM

### **MISSION OF STATEMENT of the BRUSHTON-MOIRA CENTRAL SCHOOL DISTRICT ATHLETIC PROGRAM**

The mission of Brushton-Moira Central School Athletic Program is to foster the quest for excellence by creating an educational and competitive experience within an atmosphere of sportsmanship. We strive to develop and realize individual and team potential by promoting high standards of competence, character, civility and citizenship.

### **Statement of Philosophy**

**Brushton-Moira Central School District understands that interscholastic athletics are a significant part of the educational process. The combination of academics and athletics enhances the quality of students' lives and expands their options for learning and personal growth. Athletics provide an educational opportunity in which students can learn essential life lessons beyond those that can be learned in an academic classroom.**

This reflects our belief that the essential requirement of teamwork, the mental and physical challenges of training and competition, and the experience of winning and losing graciously and respectfully are important life lessons in every student's developmental experience. These lessons will serve students well in their future beyond.

Developing good character habits requires time and effort. Coaches, parents and other stakeholders can help students develop such habits by continually discussing, modeling and reinforcing the desired attitudes and beliefs over time.

We also understand that participation on an athletic team or teams demand a commitment that involves both dedication and sacrifice. This is required of not only student athletes, but also the coaches and parents.

### ***STATEMENT OF PURPOSE***

***First***, it defines the positive expectations that we have for coaches, parents and athletes.

***Second***, as in a clearly laid out playing field, it defines how we as a school will establish and maintain a healthy environment in which student athletes can mature in, through athletics, while considering the responsibilities of all stakeholders.

***Third***, this Athletic Code is meant to be a useable, dynamic document to guide the educational process through our school's athletic program. It defines the mission, philosophy, goals and parameters of the program, and the following priority activities:

1. Pre-season – Coach and athletes discuss their expectations for the team; define 'success' and set goals for individuals and teams for the season ahead; communicate with parents. Create a climate of KNOWLEDGE, UNDERSTANDING AND AGREEMENT WITH ALL STAKEHOLDERS.
2. During the season – physical and character training; striving for excellence in performance and attitude; communicating with parents; encouraging parents and other stakeholders to support and model the character we are trying to instill in students; (see "parent's code") help student athletes improve in skill and performance; and, strive to succeed and win.
3. Post-season – encouraging student athletes to maintain a high level of personal commitment to both physical and character development during their off-season; and, to maintain athlete lifestyle and exemplify character.
4. Boundaries – establishing the positive behavioral and achievement expectations, while defining the consequences for behavior that is **"out of bounds"**. Make all stakeholders realize the necessity of such boundaries and also that consequences are binding.

### ***OVERALL ATHLETIC PROGRAM GOALS***

Research tells us that the most important reasons why students participate in athletics are for:

1. Enjoyment (FUN!)
2. Participation (in practice and contests)
3. Personal improvement (skills of the sport and in performance)

**Therefore the primary goals of the Brushton-Moira Central School District Athletic Program are to:**

- Offer students an enjoyable experience;
- Provide the greatest opportunity possible for athletes to participate in both practice and competitions;
- Promote character, personal improvement in skills, physical condition, performance and knowledge of the sport; AND
- Promote programs of excellence which will accomplish the above and lead to success on and off the playing field.

Our teams shall also pursue excellence at all times.

### ***STAKEHOLDERS EXPECTATIONS***

We desire a Program of excellence and strive to win every contest in which our teams compete. Central to the goals of Brushton-Moira Central School is the belief that interscholastic athletics can and should enhance the character of our youth. We put forth the following as the positive character expectations we hold for the primary stakeholders in our Athletic Program:

## THE 4 C'S FROM NYS EDUCATION DEPARTMENT:

**The 4 C's were developed to help develop character through sports. Beyond the basic skills taught it is our goal to develop the character of our youth through our athletic program.**

We know that less than 2% of high school athletes go on to play team sports at the college level. Therefore, we understand that high school athletics provide a unique opportunity for the development of not only physical conditioning and athletic skill, but also character traits essential for success in life. To that end we challenge every athlete to strive for the following:

**Competence** – *the necessary level of knowledge and skill to sufficiently train and compete*

- To develop the skills necessary to participate competently in the game.
- To demonstrate knowledge of the rules and conventions of the game.
- To demonstrate knowledge of the strategies of the game.
- To demonstrate a level of physical conditioning and fitness sufficient to participate competently in the game.
- To demonstrate knowledge of healthy behaviors including nutritional issues.
- To understand the necessity of abstaining from the use of alcohol, tobacco, and other drugs in order to achieve the positive benefits of interscholastic athletics.

**Character** – *the pattern of beliefs, attitudes and therefore behavior that relates to moral strength, constitution and essential qualities that embrace the positive values of Brushton-Moira Central School and the Community*

- To be dependable in fulfilling obligations and commitments.
- To accept responsibility for consequences of actions and not to make excuses or blame others.
- To strive to excel.
- To be committed.
- To persevere, give 100% effort and not give up in the face of setbacks.
- To demonstrate truthfulness.
- To play by the rules of the game and not cheat.
- To control anger and frustration and refrain from displays of temper and bad language.
- To accept losing and winning graciously; to congratulate opponents, not sulk, or display other negative behaviors.

**Civility** – *to demonstrate behavior that exemplifies appropriate respect and concern for others*

- To practice good manners on and off the field.
- To refrain from trash talk and other put-downs of opponents and teammates.
- To treat all persons respectfully regardless of individual differences to show respect for legitimate authority (e.g., Coaches, Officials, Captains).
- **To be fair and treat others as one wishes to be treated.**
- To listen to and try to understand others.
- To be compassionate and sensitive to others.
- To actively support teammates and others.

**Citizenship** – *social responsibility as part of a 'community'*

- **To be faithful to the ideals of the game including sportsmanship.**
- To keep commitments to team.
- To show team spirit, encourage others and contribute to good morale.
- **To put the good of the team ahead of personal gain.**
- To work well with teammates to achieve team goals.
- **To accept responsibility to set a good example for teammates, younger athletes, fans and school community.**

*"Being the first to cross the finish line is only one phase of life. It's what you do after you cross the line that really counts."*

Ralph Boston, Olympic Gold Medalist

**ATHLETIC COURTESY**

**It is our desire to have our programs known as class acts and to exhibit character in victory or defeat.**

Principles governing this belief:

1. The rules of the game are to be regarded as mutual agreement.
2. No unethical or unsportsmanlike advantages are to be sought over others.
3. Unsportsmanlike or unfair means are not to be used.
4. Visiting teams are to be honored guests of the home team, and should be treated as such.
5. No action is to be taken nor course of conduct pursued which would seem unsportsmanlike or dishonorable.
6. Remember a student spectator represents his/her school the same, as does the player.
7. Any spectator who continually evidences poor sportsmanship will be directed not to attend future contests.
8. Decisions of officials are to be abided by, even when they seem unfair.
9. Even in games when opponents conduct themselves in an unbecoming manner, or when decisions of officials seem unfair, we will maintain our integrity and good sportsmanship.
10. Good points in others should be appreciated and suitable recognition given.
11. The practice of "booing" is regarded as discourteous and un-sportsmanlike.

## ***PARTICIPATION IN ATHLETIC PROGRAMS***

The Board requires equal opportunity for every student of the district. In every way possible this policy must communicate that each student has equal access to try out for every program.

It is understood that elections, tryouts, and auditions are necessary for an organization whose numbers of participants must be limited. It is also understood that criteria for selection must apply to all candidates.

## ***ATHLETIC POLICY***

The Brushton-Moira Central School District believes that a dynamic program of excellence in athletics is vital to the educational development of the students.

The Brushton-Moira Central School District Athletic Program should provide a variety of experiences to enhance the development of positive student habits and attitudes that will prepare them for adult life in our society. We live in one of the most competitive societies in the world and athletics can be a valuable classroom to learn lessons of value.

Athletics is an important part of the total school program which works in conjunction with the other educational experiences to provide students the environment and opportunity to develop as better citizens. This opportunity is a privilege that carries with it responsibilities to the school, to the sport, to other students, to the community and to the athletes themselves. These experiences contribute to the development of learning skills and emotional patterns that enable the student to achieve maximum benefit from his or her education.

The Board recognizes the value of a program of interscholastic athletics as an integral part of the total experience to all students of the district and to the community.

Therefore, the Board of Education shall provide as comprehensive an athletic program as is financially and practically possible.

The Chemical Health Policy at Brushton-Moira Central School is in effect year-round, **in and out of season**, on and off the field, in and out of uniform. There is a reason for this... We care about the welfare of our student athletes. We also demand a commitment from you if you want to be involved in the athletic program at Brushton-Moira Central School.

## **ATHLETIC GOALS AND OBJECTIVES**

**Our Goal** – The student-athlete shall become a more effective citizen.

**Our Specific Objectives** – The student shall learn:

- A. To work with others – In a democratic society a person must develop self discipline, respect for authority, and the spirit of hard work and sacrifice. The team and its objectives must be placed higher than personal desires.
- B. To be successful – Our society is very competitive. We do not always win, but we succeed when we continually strive to do so. You can learn to accept defeat only by striving to win with earnest dedication. Develop a desire to excel.

## **ACADEMIC ELIGIBILITY**

**Remember that you are a Student first and an Athlete second. Your education is the highest priority. It is the intent of the Brushton-Moira Central School to insure that academic status must be maintained in a sufficient and successful level in order to compete as a member of any interscholastic athletic team.**

To be eligible for interscholastic sports, a full-time student must maintain sufficient academic status, as outlined in the Brushton-Moira Central School Eligibility Policy.

Eligibility shall be cumulative from beginning of a grading period and shall be reported and reviewed on a weekly basis as outlined by the eligibility and continues from each season to the next. You can try out for a new sport depending on the ineligibility timeline.

All athletes must actively participate in physical education classes as described by instructor.

The academic eligibility requirements are applicable to all students in the interscholastic sports program in grades 7 – 12 in the Brushton-Moira Central School District.

## **BRUSHTON-MOIRA CENTRAL SCHOOL'S ACADEMIC ELIGIBILITY POLICY**

1. Failing one class:
  - a. can practice (after guided student hall)
  - b. can play in games (at coaches discretion)
  - c. must attend guided study hall after school from 3:00 – 4:00 p.m.
2. Failing two classes:
  - a. can practice (after guided student hall)
  - b. cannot play in games
  - c. must attend guided student hall after school from 3:00 – 4:00 p.m.
3. Failing three or more classes:
  - a. must attend guided student hall after school from 3:00 – 4:00 p.m.
  - b. cannot practice
  - c. cannot play in games
  - d. will be terminated from the team is not passing within two weeks

\* All guidelines stated above will be followed until written proof of improvement. A player has 2 weeks to show improvement. Failure to do so will result in termination from the team (immediately). **All students are responsible for handing in the Eligibility Form to their coach every other Monday by 9:00 a.m. Failure to hand in by 9:00 a.m. will result in loss of practice and game privileges for 2 weeks. Students will receive this form every other Thursday and must have teachers sign it.**

## **SCHOOL ATTENDANCE**

A student must be present in homeroom when attendance is taken in order to participate in an athletic contest or practice that day. An exception will be made if the student has an approved medical or legal appointment, field trip, or educational trip, in which case, the student must present a signed note from the parent/guardian. If tardy is due to illness you must sign in to school by 10:15 a.m. in order to be able to participate in practice/athletic competition that day. If tardies become habitual a doctor's excuse will be necessary.

If a student is absent the last school day before a competition on a non-school day, the student must have administrative permission to participate. It is recommended that the Head Coach call the parent/guardian.

### **Students under suspension or LTBI**

**If for any reason a student athlete is in an in-school suspension, long-term behavioral intervention, or out-of-school suspension, the student may not participate in practices or contests that day. If for any above reason a student misses a practice the day before a contest he/she can not participate in that competition. If a student is assigned an administrative detention they must serve it immediately in order to qualify to participate in practice or a contest.**

## **ATHLETIC CODES OF CONDUCT**

### **CONDUCT FOR OUR ATHLETES**

A firm and fair policy of enforcement is necessary to uphold the regulations and standards of the athletic department. The community, school administrators and the coaching staff feel strongly that high standards of conduct and citizenship are essential in maintaining a sound program of athletics. The health, safety and welfare of the student, is our major consideration and transcends any other consideration.

All athletes shall abide by a code of conduct, which will earn them the honor and respect that participation and competition in the interscholastic program affords. Any conduct that results in dishonor to the athlete, the team or the school will not be tolerated. Acts of unacceptable conduct, such as, but not limited to theft, vandalism, disrespect, immorality or violations of law, tarnish the reputation of everyone associated with the program and will not be tolerated. In the event that a student athlete is arrested for a criminal offense, the athlete may be suspended from athletic participation

both in practice or contests if it is determined that the nature of that offense places the other team members in jeopardy or may endanger their health, safety or welfare.

## **SUPREME COURT UPHOLDS CODES FOR ATHLETES**

Sport specific Athletic Codes of Conduct have been upheld five times by the Supreme Court of the United States of America. That is referred to as a shutout! The basis for that support is due to the fact that in athletics we must insure the health and safety of those that partake in such activities.

## **NEW YORK STATE EDUCATION UPHOLDS CODES FOR ATHLETES**

Secondly, in New York State, Athletics is part of the New York State Department of Education. In the year 2001 interscholastic athletics was adopted under the Educational Framework for Athletics, making these experiences educationally based.

## **TRAINING RULES AND REGULATIONS and THE LAW**

**First and foremost, the use of alcohol by anyone under the age of 21 years of age is against the law. Marijuana is an illegal drug, punishable by criminal arrest and prosecution.**

**Our message to Student Athletes is loud and clear and should be understood by all Stakeholders "NO USE" – ZERO TOLERANCE.**

## **DRUG USE: SPORTS AND SOCIETY**

Recreational drug use although present in society, is unacceptable in the lifestyle of any athlete.

The use, abuse and misuse of drugs, alcohol and tobacco are major problems for all segments of modern-day America. Student athletes are in fact more likely to use or abuse chemical substances than the general student population. The student athlete does not occupy a special position in the school and community environment. Each student athlete must maintain a high degree of physical fitness and alertness to perform to his/her optimal capacity and with the greatest degree of safety in his/her chosen sport. He/she must, therefore, adhere to a self-imposed discipline and demonstrate the highest standards of ethical behavior in his/her chosen sport. The fact that athletes are held in such high regard in our society, whether this is right or wrong, places them in a position where they are viewed as role models for peers and others within the surrounding communities.

These and other demands placed upon you as a student athlete by the school and community make it essential that you exist in a drug-free environment. This environment does not end at the school property line. Remember that the intent of this

program regarding substance abuse is not punitive; it is preventive. It is designed to ensure that you remain drug-free and, in so doing, continue as a student athlete in your chosen sport at Brushton-Moira Central School, continuing to benefit in the mental, social and physical health associated with the participation in organized athletics. We, as coaches, educators and administrators, recognize all the positive aspects of participation in athletics. But these benefits can truly only be realized in a drug-free environment. The many benefits of athletic participation would soon be diminished if we accepted the inclusion of drugs, alcohol and tobacco into our athletic programs. For this reasons, the use of these substances must not be allowed. We cannot permit the use of these substances by a small minority of athletes (even though athletes may be good for them) to lessen the values of our athletic programs for the majority of athletes who are remaining drug-free and enjoying the full benefits of their participation. We, as well as your parents and families, are most interested in you health and welfare and to that end have developed this program.

## **TODAYS CHALLENGES**

The use and abuse of drugs, alcohol and tobacco are problems that know no boundaries in modern-day populations and athletes are no exception. Student athletes are actually more at risk to use or abuse chemical substances than the general population. The student athlete is quite often a focal point in community events. The public envisions athletes as healthy and safe. Again it is in reality a fact, that athletes and the culture of drug use in athletics not only exists but flourishes. Student athletes must maintain a high degree of physical and mental fitness to perform to his/her highest capacity and performance potential. It is required therefore that athletes adhere to a self-imposed discipline and demonstrate the highest standards of both healthy and ethical behavior in their lifestyle. The fact that athletes are held in such high esteem in our society, places them in a position where they are viewed as role models for peers and others within the surrounding communities. It is in fact the communities that make available the opportunities for young people to pursue athletics.

Being involved in athletics comes with a price tag and that price is a commitment to the ideals of being an athlete. This Code of Conduct spells out for all stakeholders, the clear and consistent boundaries of our athletic program. To be successful we must agree to these provisions have a sound knowledge of them, understand them and agree to them. They are the same for every student athlete. There will be no exceptions to the consequences for those who decide to violate this code.

These and other demands placed upon you as a student athlete by the school and community make it necessary that you exist in a drug-free environment. This environment does not end at the school property line. Remember that the intent of this program regarding substance abuse is not punitive; it is preventive. It is designed to ensure that you remain drug-free and, in so doing, continue as a student athlete in your chosen sport at Brushton-Moira Central School, continuing to benefit in the mental, social and physical health associated with the participation in organized athletics. We, as coaches, educators and administrators and parents recognize all the positive aspects of participation in athletics. However, these benefits can only be realized in a drug-free environment. The many benefits of athletic participation would soon be diminished, if

we accepted the use of drugs, alcohol and tobacco by athletes in our athletic programs. For this reason, the use of these substances must not be allowed. We cannot permit the use of these substances by an athlete. This would compromise the lesson and values of our athletic programs for the all of our athletes and stakeholders who are remaining drug-free and enjoying the full benefits of their participation. We, as well as your parents and families, are most interested in your health and welfare and to that end have developed this program.

## **DRUG-FREE STATUS REQUIREMENT**

**All student athletes are required to maintain a drug-free status in order to insure their continued and uninterrupted participation in their chosen sports and to insure health, safety and welfare. In order to protect our student athletes, coaches are instructed to look for and recognize any signs or symptoms of violations of this required drug-free status. When a student athlete is suspected of violating his/her drug-free status, his/her coach must follow the appropriate approved procedures, remedies and penalties for the offense.**

The community of Brushton-Moira Central School is concerned with the health habits of student-athletes and is convinced that athletics and the use of these substances are not compatible. It is also a fact that when students have a strong interest to participate in athletics, their desire to use these substances is greatly reduced.

Students have to decide if they want to be athletes. If you do wish to be an athlete, you must make the commitment in order to be a competitor. These are conditions for involvement in our programs.

A big part of this commitment is following a simple set of training rules, which the department of athletics believes to be fair.

## **INTRODUCTION**

### **To the parent:**

This material is presented to you because your son or daughter has indicated a desire to participate in interscholastic athletics and you have expressed your willingness to permit her/his to compete. We believe that participation in sports provides a wealth of opportunities and experiences which assist students in personal development. It should be recognized that involvement in interscholastic athletics is a privilege.

A student who elects to participate in athletics is voluntarily making a choice of self-discipline and commitment. These are the reasons we place conditions on involvement, as the health and safety and welfare of athletes must be our first priority. Good training habits and lifestyle are necessary for us to ensure this experience. Failure to comply with the rules of training and conduct means exclusion from the squad. This concept of self-discipline and commitment is tempered by our responsibility to recognize the rights of the individual within the objectives of the team and the interscholastic program. There is no place in high school athletics for students who will not discipline

their minds and bodies for rigorous competition. This decision is not ours alone but that of the Supreme Court of the United States, as there have been challenges to athletic codes on five occasions and the Supreme Court has ruled in favor of such codes on each occasion under the premise that athletes' safety and health must be insured. Challenges to the athletic code shall be considered, but no consideration shall be given to any party or stakeholder who will not agree to such provisions.

It is the role of the department of athletics to establish and maintain rules that govern the spirit of training and competition for the school district. These are the clear and consistent boundaries that insure the success of our young people. These rules need a broad basis of community support, which is achieved only through communication to the parent, the coaches, the student athletes and fans. It is our hope to accomplish this objective through this athletic publication for students and parents.

### **YEAR ROUND IN AND OUT OF SEASON, ON AND OFF FIELDS OF COMPETITION**

This status must be maintained year round in and out of season, on and off the fields of competition. We in no way concede that such rules end at the confines of our property or outside of our supervision or authority, nor shall we expect athletes to follow these standards during the competitive season and then give them any green light to partake in such behaviors out of season or during the summer. We are entrusted to educate and teach our youth and to maintain clear and consistent boundaries for them. Out of season violations reported shall be investigated by the principal and consequences for violations shall be faced prior to future involvement.

#### **To the athlete:**

Being a member of a Brushton-Moira Central School athletic team is a fulfillment of an early ambition for many students. The attainment of this goal carries with it certain traditions and responsibilities that must be maintained. A great athletic tradition is not built overnight; it takes the hard work of many people over many years. As a member of an interscholastic squad of the Brushton-Moira Central School, you have inherited a wonderful tradition, which you are challenged to uphold. Like anything of value, it comes with a price tag. That price tag is a commitment from you to follow established rules. By participating in athletics to the greatest extent of your ability, you are contributing to the reputation of our school. We base our success on two separate venues, #1. the process (what you can learn through athletics that can be used throughout life) and #2. the product (the win/loss records of our teams). We field teams to compete and our goal is to achieve and to compete at our best possible level, in every contest. It is our deepest goal, that there is always a balance between these two areas.

Our tradition has been to win with honor, to develop young people of character, that our community has pride in, on and off the field. We desire to win, but only with honor to our athletes, our schools and our community. Such a tradition is worthy of the best efforts of all concerned.

Again, you as a student athlete must understand that this substance abuse program is not designed to be a punishment but to deterrent to your becoming involved in the risky and dangerous behaviors that are associated with the use and abuse of the drugs, alcohol and tobacco. It is also to insure that you have the best possibilities to succeed in your sport and to learn the valuable lesson that athletics can teach. Because you're mental and physical well-being is essential to your success, both as a student and as an athlete, we want you to reach your full potential. This can only be fully realized if you remain drug-free. We are asking for your help to and co-operation in achieving a totally drug-free athletic program. We are committed to providing such an atmosphere for our student athletes. Therefore, we are asking you to become an active part of the solution, not to become part of the problem. Your active participation in remaining drug-free throughout your athletic career at Brushton-Moira Central School is greatly appreciated. The benefit will be in experience you will have.

When you wear the colors of red and black, we assume that you not only understand our traditions, but also are willing to assume the responsibilities that go with them. However, the contributions you make should be a satisfying accomplishment to you and your family and our community. Whether right or wrong, society holds athletes in esteem and your behavior at all times is under scrutiny.

## **RESPONSIBILITY**

You are also expected to share in the responsibility for such an opportunity that is provided, that shall include:

**Responsibilities to Yourself:** The most important of these responsibilities is to broaden and develop strength of character. You owe it to yourself to derive the greatest benefit from your high school experiences. To live a healthy lifestyle and to respect your health both physically and mentally at all times.

**Responsibility to your Academic Students:** Your academic studies, and your participation in other extracurricular activities as well as sports, prepare you for your life as an adult. Athletics while very important to many young people, is only a small part of life. Realize also how few athletes make it to the collegiate level and beyond.

**Responsibilities to Your School:** Another responsibility you assume as a squad member is to your school. Brushton-Moira Central School cannot maintain its position as having outstanding schools unless you do your best in the activity in which you engage.

**Responsibility to Your Community:** The community and school tax monies make this athletic experience possible. For that reason, we must remember that we hold a clear and paramount responsibility to our community. You assume a leadership role when you are the athletic squad. The student body and citizens of the community know you. You are very visible with the spotlight on you. The student body, the community and other communities judge our schools by your conduct and attitude, both on and off the field. Because of this leadership role, you can contribute significantly to school spirit and community pride. Our desire is that our student athletes are a class act, not for the fact that we win rather that we are known as a

program of character and excellence. Make Brushton-Moira Central School proud of you and your community proud of your school, by your consistent demonstration of these ideals.

**Responsibility to Others:** As a squad member you also bear a heavy responsibility to your home. If you never give your parents anything to be ashamed of, you will have measured up to that ideal. When you know in your heart that you have lived up to all of the training rules, that you have practiced to the best of your ability everyday and that you have played the game "all out", you can keep your self-respect and your family can be justly proud of you, win or lose.

**Responsibility to Younger Athletes:** The younger students in the Brushton-Moira Central School are watching you. They know who you are and what you do. The older upper-class athletes are role models for the young athletes that will come after you. Make them proud. Be an example. They will copy you in many ways. Do not do anything to let them down. Set good examples for them.

## **DRUG EDUCATION**

We at Brushton-Moira Central School will offer on going programs to educate our stakeholders as to the concerns and issues that our athletes face and our message for our student athletes will be clearly, "no use". This will help us maintain a program of excellence.

At Brushton-Moira Central School, you will become acquainted with the hazards of performance-enhancing drugs (supplements) and "street" or illicit drugs, as well as tobacco and alcohol. There are several programs that will be provided throughout the school year to inform and familiarize you and others in the school community with the scope of the substance abuse problem and the dangers associated with not remaining drug-free. These educational programs must be presented each season to each coach and all players as an ongoing part of our Healthy Athletes Program. **This needs to be done before the team is eligible to participate in games. Games will be forfeited until this program is presented.** These educational programs will also provide you with options and procedures available to you and your teammates, should you experience problems of drug, tobacco and/or alcohol abuse. In addition, they will provide you with the tools necessary to live a drug-free life and avoid the problems associated with such substance abuse. However, it is you who must ultimately choose to use these tools, and it, therefore, becomes your responsibility to make your choices and accept the consequences if you violate this Code of Conduct.

## **INDIVIDUAL COACHES RULES**

Coaches may establish additional rules and regulations with the approval of the athletic administrator for their respective sports. These additional rules for a particular sport must be stipulated in writing to all team members and parents and superintendent and explained fully at the start of the season. Penalties for violation of team rules will also be in writing and shall be administered by the coach. Copies of all additional team rules by coaches are on file in the athletic office.

## **EDUCATIONAL COMPONENT FOR SUBSTANCE ABUSE VIOLATIONS**

As a pivotal part of our consequences for substance abuse violations, the student athlete shall be required to complete an educational program as part of the process that may lead to resumption of participation in athletic programs. If we fail to educate athletes when such violations occur, we fail to help them learn from their mistakes and are negligent in our duties as an educational institution.

## **STUDENT ATHLETE ASSISTANCE PROCESS**

If a violation of the Chemical Health Policy occurs administrative action must be taken and a required STUDENT ATHLETE ASSISTANCE PROCESS. This process must be attended by the student athlete and a parent or guardian. Parents must take parental responsibility for their child and be involved with the process. This helps insure that they are informed and aware of the nature of the violation and in full understanding that any future violations will result in greater consequences. The parent can also come to understand their role in helping their child learn a valuable lesson.

Failure by a parent or guardian to comply will result in athlete being able to practice but not compete provided the athlete completes the process.

This process is educationally based and is patterned after the restorative justice model. This process shall include that the student athletes shall receive the following:

**EDUCATION:** an informative intervention seminar concerning the implications of use and the effect on physiological, psychological and social development, as well as discussion of harm reduction issues and personal and collective responsibility.

**CORRECTIVE:** come to an understanding that corrective measures are necessary in order to resume the athletic career or to practice and compete again, including a document of agreed to changes signed by the student athlete.

**RESTORATIVE:** the student athlete must address the teammates and coaches and admit to the violation, show remorse and recommit to provisions to CODE by resigning it in front of teammates and coaches.

***Failure of any student athlete to complete any part of this process will result in permanent suspension for any future involvement in athletics.***

## **CONDITIONS FOR RETURN TO PROGRAM (after a substance abuse violation)**

- 1. The student athlete and parent must complete the required educational, corrective and restorative gestures.**
- 2. The student athlete must address the coaching staff and the Team as a restorative measure.**
- 3. The student athlete must resign the code of conduct in front of the teammates and coaching staff.**

## **INVESTIGATIVE PROCESS**

The following general procedures will occur if you are suspected of violating your drug-free status.

- Principal must be notified immediately and will interview you as to the reason(s) for suspected drug free violations in an effort to confirm or refute the suspicion.
- There will be parental notification if the interview with you does not succeed in obtaining the confirmation or exoneration of the suspected violation.
- The principal will further investigate through interviews with those who may be aware of violations first-hand, those who may have limited knowledge of the violations, or those who may be involved with such violations.
- If the evidence of a suspected violation is strong enough, in the athletic director's opinion, you may be asked to take a timely drug test to confirm your current drug status. Furthermore, you may be required to submit to more frequent testing during your season.
- Failure to comply with providing the results of such a test or submitting to the test will be considered, as far as remedies and penalties are concerned, a confirmation of a violation.
- Any and all allegations of violations of your drug-free status will be seriously addressed and investigated.
- The approved and appropriate remedies and consequences for the type of violation will be applied and enforced.

## **INVESTIGATION**

Any individual or stakeholder may choose to report a chemical health violation orally or in writing to:

- Building principals
- Athletic administrator
- Teachers
- Coaches
- Counselors
- Nurses
- Board member

All employees who receive violation reports concerning student-athletes should report such complaints to the building principal and the Athletic Director immediately. An investigation shall begin immediately to determine the nature of such allegations.

## **COOPERATION DURING INVESTIGATION**

It is important for all student athletes to understand that involvement in our athletic programs is a privilege. With the responsibility of being an athlete, comes a commitment, which are the conditions of this code of conduct. In the event that a student athlete comes under investigation for possible violations to the provisions of this code, it is expected that:

1. the student athlete be truthful
2. that the student athlete be forthcoming with information
3. that the student athlete not be deceptive or untruthful
4. that the student athlete be cooperative

During the investigation of any student athlete violation the student athlete must be truthful and forthcoming with information or the Principal has within his/her power to impose the next level of consequence if it is determined that the student athlete has lied, been deceptive or untruthful prior to or after the determination of guilt and or consequences. Great weight must be placed on the privilege of representing our school outside the confines of our community and any athlete that would fail to be truthful and/or cooperative would jeopardize the perceived character of our programs.

Failure to comply with the above conditions may result in full expulsion from the athletic program for the duration of the student athletes' future career.

### PARTIES/PRESENCE AT ILLEGAL PARTIES WITH DRUGS AND ALCOHOL

If a student-athlete attends a party where alcohol or drugs are being dispensed, the student-athlete must leave the party and report their attendance to a coach or administrator before the end of the next school day.

If the party occurs over the summer, the student-athlete has 72 hours to report to any school official or coach. (leaving a detailed voice mail or e-mail is considered a report). Following these procedures exactly exonerates the innocent athlete assuming that the athlete is not frequently showing up at these parties or that there is no corroborative information to indicate otherwise. However, a student-athlete failing to report attendance will be judged to have been in possession or guilty by presence. LEAVING MEANS LEAVING IMMEDIATELY.

### WHAT CONSTITUTES CONFIRMATION?

**Confirmation of a violation of your drug-free status may be provided by, but not limited to, any of the following:**

- An admission by the offending student athlete.
- A positive reading for a restricted substance on a medically conducted drug screening or test.
- A failure to provide the results of a medically conducted drug screening or test.
- A refusal to take a medically conducted drug screening or test.
- An abundance of circumstantial evidence with eyewitness support.
- The principal's evaluation of signs, symptoms and/or actions demonstrated by the student athlete that would support the reasonable conclusion of a violation with the support of other circumstantial evidence of any eyewitness support.
- An extremely creditable eyewitness account.

## **CONFIRMATION OF VIOLATIONS**

Once confirmation of a violation of your drug-free status has been obtained under the terms of this program, you will be subject to, but not limited by, the following disciplinary actions, consequences and process. These actions are uniform throughout the athletic department for all teams and individuals of those teams. They are also not intended to replace or affect any additional disciplinary measure of each head coach. It is further understood that any specific program, coaching staff, a team's player council or team as a whole may elect to set a higher standard of conduct and include and adopt increased and/or additional disciplinary measures of more severe remedies and penalties if they so choose, but no lesser consequences shall exist than the provisions of this Code of Conduct.

This program is not to be construed as a replacement for or a substitution of those program or team standards that are of an increased nature. This program will not provide for a lessening of disciplinary measures or increased tolerance where a specific program, coaching staff, player council or team has established and agreed to abide by a higher standard of conduct and additional and more severe remedies and penalties for violations. In other words, each program may increase the conditions for adherence to the drug-free status of student athletes and increase the severity of remedies and penalties but may not decrease them from this approved program.

## **WHAT CONSTITUTES EXONERATION?**

**Exoneration of a suspected violation of your drug-free status may be provided by, but not limited to, all or any one of the following:**

- A negative reading of the in-question substance on a medically conducted drug screening or test.
- The absence of any credible evidence, either circumstantial or eyewitness accounts, that support the allegation.
- An abundance of circumstances or conditions that would tend to support the innocence of the student athlete.

## **WHAT CONSTITUTES A NON-FINDING?**

A non-finding in an investigation of a suspected violation of your drug-free status may be considered when it is agreed that no reasonable conclusion of guilt or innocence may be obtained in a timely fashion. As a part of the agreement of a non-finding, the student athlete may be placed on a probationary status and subjected to increase testing and verification procedures as to his/her drug free status. The terms of such probation are at the discretion of the coaching staff that conducted the investigation.

## **ASSIGNMENT OF CONSEQUENCES**

The Principal has as his/her responsibility the duty of assigning the appropriate consequences and/or remedies. Where there are optional penalties, which may or may not be assigned, that affect only the current program, it is solely within that head coach's discretion to choose the appropriate suspension. Where the assignment

concerning which option to assign will be decided by an athletic department council to be made up of the athletic director, the head coaches of the programs that would be affected, the principal and the chairman of the safe school program. Likewise, the assignment of remedies will follow this same structure.

### **CIRCUMSTANCES THAT REQUIRE IMMEDIATE SEVERE CONSEQUENCES**

Certain circumstances may require that the coach or a member of the coaching staff take immediate action in determining consequences for an apparent violation. In certain circumstances, the penalties for the violation may be much more severe and may be applied immediately by the athletic director. The violation of your drug-free status is a serious action, but it may be amplified if the violation takes place in certain environments and would tend to support the necessity for an increased severity of penalties and lessening the changes for remedies. The following situations constitute some but not all of such circumstances:

The use of an illegal substance during a team practice, scrimmage, game, meeting, travel or any other team function increases the risk to yourself and those around you. You are further compromising your future position as a student athlete if the violation is an Illegal Drug or Alcohol violation that is endangering yourself, as well as your teammates. The use of such substances during participation of your sport in any manner may constitute an immediate suspension of a year or more, even for a first offense.

The use of an illegal substance during school is another example. Being under the influence of an Illegal Drug or Alcohol violation during school places your future athletic career in a tremendously compromising position. Under the influence of these types of substances, you cannot fully reach your learning capacity and are placing yourself and others at an increased risk of injury.

The use or possession of Nicotine unless for medical purposes at school increases the severity of the violation. As a role model, you are often watched closely by other students, who may decide to follow your example, whether it is good or bad.

The use of these substances, especially Illegal Drugs and Alcohol, during training session (even out of season training) and those around you at greater risk of injury. The use of any prohibited substances during school or during any school function will not be tolerated. This includes not only school functions at Brushton-Moira Central School, but any function you attend at other schools as well.

### **SPECIAL CIRCUMSTANCES and GREATER MAGNITUDE OF CONSEQUENCES**

The Principal must also have at his discretion the ability to impose consequences of greater magnitude if he feels the Athlete shows no remorse, has not learned from said consequences, has not made corrective changes in behavior or is not willing to carry out restorative measures to redeem oneself.

Also, during the investigation of any student athlete violation the student athlete must be truthful and forthcoming with information or the Principal has within his/her power

to impose a greater level of consequence if it is determined that the student athlete has lied, been deceptive or untruthful prior to or after the determination of guilt and or consequences.

### **SELF REFERRAL**

Any student athlete can at any time make a self referral for a violation of the chemical health standards. This self referral must be made prior to any investigation and must be made to the Principal. The self referral must be made prior to any investigation or reported allegations to the school authorities if a lesser consequence is even to be considered.

### **CONSEQUENCES FOR OUT OF BOUNDS BEHAVIORS**

The best scenario for high school athletics is to have logical consequences for behavior that is "out of bounds". This is where the Board of Education and School Administration should help by supporting the "Chain of Command", bestowed upon the Principal. Without backup it is impossible to implement a policy such as an athletic code.

The best possible option for consequences for behavioral problems or code violations is a three tiered consequence framework with the understanding that the severity of the consequences may be lessened or greatened by the Principal, within that framework however, the Principal shall impose no consequence greater or lesser than the minimal or maximal limits.

### **WHY TIERS OF CONSEQUENCES?**

**It has been known in prevention theory and practices that zero tolerance policies are neither effective nor fruitful with teens. It is therefore our obligation as an educational institution, to offer options so that they might learn from mistakes they have made in the areas of chemical health violations at any age when these problems can be influences in a positive way.**

**The primary goal of these options is first to put the ownership of these violations with the student athlete. Secondly, to offer a process for change; thirdly, to attempt to draw in the parents to participate in this process; and, fourthly to give the student athlete every possible opportunity to rectify such behaviors.**

### **ALCOHOL**

There is no way to justify athletes using alcohol beverages, even though social pressure may be hard to resist. The people who would like to draw the athlete into their drinking sessions will be the first to criticize the athlete if he does not come through in a game. Again, this rule means no drinking all year, not just during the season, and is in effect on and off of school property.

The use of alcohol is legal in this country for adults. Unfortunately there is a culture in sport which has a favorable view of alcohol use in the context of athletes. However, it is not a legal substance for non-adult users. The use or possession of alcohol is strictly prohibited for our student athletes at all times. Legal drinking age for the consumption of alcohol is 21 years of age. Possession or consumption of alcohol by anyone under that age is a crime in New York State, punishable as a misdemeanor. All alcoholic beverages and their use for our student athletes are prohibited. Although alcohol does present a large problem and many potential dangers, especially for the youthful users, most people tend to view it in somewhat of a less harmful light than other addictive substances. However, the addictive nature of alcohol and the potential for abuse and its' potential as a gateway drug does provide a health risk for our student athletes. The number one cause of death in adolescents and teens is accidents and the use of alcohol is often the contributing factor.

To provide for the safety and health of our students athletes, the following procedures, remedies and penalties are applied to any violation of your drug-free status with regard to the use of any ALCOHOL violation.

***Upon the suspicion of an ALCOHOL violation:***

- The coach will notify the athletic director.
- The athletic director will notify the principal.
- There will be a parental notification.
- An interview with the student athlete will be conducted.
- An investigation will begin.
- The student athlete may be placed on a temporary suspension (depending upon the strength of the evidence) while the investigation is conducted. (During which time they may practice but not compete).
- If possession or use was on school campus or in conjunction with a school event student will be suspended permanently for the duration of his/her athletic career.

**ALCOHOL VIOLATIONS:**

**First Offense:** Student Athlete shall receive a 25% of season suspension from play; this can be reduced to 10% after the student athlete and parents take part in an educational student assistance process session addressing the issues which have resulted in said consequences. Students must also address coaches and team prior to resumption of season. During this time the Athlete must practice but may not suit or compete.

**Second Offense:** The Student Athletes shall receive a one-year suspension from play and a mandatory assessment by competent counseling staff. During this time the Athlete must practice but may not compete.

**Third Offense:** The third offense triggers full expulsion from the Athletic program for the rest of the student's high school career.

## **NICOTINE**

NICOTINE – Research emphasizes that use of tobacco is physically harmful to young adults. The harm done by this is not only a health problem. The community follows the program of young athletes, and any deviation from accepted training rules marks one as unwilling to pay the price. If one squad member breaks the rules, the whole team is branded as non-trainers. This rule means no use of tobacco all year, in or out of season, on or off of school property. The use of tobacco and tobacco products by student athletes is strictly prohibited. Tobacco and tobacco products are highly addictive and create some of the greatest health risks for all people in our country. The use of tobacco and tobacco products is epidemic among young people and does provide a substantial health risk to our student athletes. We do not intend to lessen the significances of these risks or our subsequent commitment to educating our young people to its danger by allowing or condoning its use by our student athletes. The use or possession of these types of drugs is strictly prohibited for our student athletes at all times.

To provide for the safety and health of our student athletes, the following procedures, remedies and penalties are applied to any violation of your drug-free status with regard to the use of any nicotine.

### ***Upon the suspicion of a NICOTINE violation:***

- The coach will notify the principal.
- There will be a parental notification.
- An interview with the student athlete will be conducted.
- An investigation will begin.
- The student athlete may be placed on a temporary suspension (depending upon the strength of the evidence) while the investigation is conducted.

### **NICOTINE VIOLATIONS:**

**First Offense:** Student Athlete shall receive a 10% of season suspension from play. Students also address coaches and team prior to resumption of season. During this time the Athlete must practice but may not suit or compete.

**Second Offense:** The Student Athlete shall receive a one-year suspension from play and a mandatory assessment by competent counseling staff. During this time the Athlete must practice but may not compete.

**Third Offense:** The third offense triggers full expulsion from the Athletic program for the rest of the students' high school career.

### **ILLEGAL DRUG VIOLATIONS OR SERIOUS ISSUES**

**The seriousness of some violations requires more severe consequences and because of that situation, Illegal drugs shall have only two tiers of**

**consequences. There shall be more serious consequences for any athlete who possesses these substances on school property or in conjunction with any school trip, game or activity. Distribution of any substance to any other individual shall also require more severe consequences.**

### **“STREET DRUGS” OR ILLICIT DRUGS (ILLEGAL DRUGS)**

The use or possession of these types of drugs is strictly prohibited for our student athletes at all times. The associated nature of consequences for such violations shall be more severe than other violations as they constitute a greater degree of danger and legal and criminal action. – Simply stated, drug abuse is the consumption of any chemical substance or the smoking of some plant derivatives for the purpose of mood modification. The use or misuse of drugs is a social problem. Students with a strong sense of purpose have no need for mood modifiers. The rule against substance abuse is in effect all year, on and off of school property.

The use and/or possession of such drugs are a criminal act, punishable by arrest and legal action. Both the possession and the use of these drugs is illegal for all people in society and as such constitutes a great danger for anyone engaging in their use, as well as endangering those who are around them. Due to the addictive nature and the potential for both short-term dangers and long-term problems with the use of these types of illegal substances, they have been placed in a category that requires the greatest emphasis and the strictest adherence to the mandatory drug-free status for student athletes. Cocaine, opiates, marijuana, heroin, ecstasy, methamphetamine, PCP, THC and all other related illegal “street drugs” all fall within this category. The illegal use and/or misuse of legal prescription drugs also constitute the use of illicit drugs for those engaged in such use, without a doctor-approved prescription. Amphetamines, barbiturates, phencyclidine, narcotic pain medication and other types of CNS stimulants, depressant, hypnotics and other mind-altering drugs are all included in this category.

### **ILLEGAL DRUGS (including MARIJUANA)**

The seriousness of possession, use or distribution of ILLEGAL DRUGS is of grave concern and because of the significance of such issues; violations in this class carry far greater consequences. To possess or use these substances is against the law. It is a criminal offense. The use or possession of these types of drugs is strictly prohibited for our student athletes at all times. Both the possession and the use of these drugs is illegal for all people in society and as such constitutes a great danger for anyone engaging in their use, as well as endangering those who are around them. Due to the addictive nature and the potential for both short-term dangers and long-term problems with the use of these types of illegal substances, they have been placed in a category that requires the greatest emphasis and the strictest adherence to the mandatory drug-free status for student athletes. Cocaine, opiates, marijuana, heroin, PCP, THC, ECSTASY and other related illegal “street drugs” all fall within this category. The illegal use and/or misuse of legal prescription drugs or OTC over the counter drugs or

medicines also constitute the use of illicit drugs for those engaged in such use without a doctor-approved prescription or established or documented medical reason. Amphetamines, barbiturates, phencyclidine, narcotic pain medication and other types of CNS stimulants, depressants, hypnotics and other mind-altering drugs are all included in this category.

**MARIJUANA** – the use of marijuana shall fall under the class of illegal drugs. It is a drug that is illegal for all of society. Despite the societal view that use of this drug is of the same significance as alcohol, it is not. It is and has always been classified as an illicit illegal street drug.

(For that reason, use of marijuana by athletes shall carry a greater level of seriousness and consequence as listed below.)

To provide for the safety and health of our student athletes, the following procedures, remedies and penalties are applied to any violation of your drug-free status with regard to the use of any illegal drug in this category.

***Possession or use of ILLEGAL DRUGS on school property, in conjunction with a school activity or sponsored event including use or possession during transport to or from any event or activity shall result in immediate and permanent suspension for the remainder of the athlete's career.***

***Distribution, dispensing or sale of any such drugs to any other student or student athletes shall result in immediate and permanent suspension for the remainder of the athlete's career.***

***There shall be no recourse for a student athlete for either violation above.***

## **CONSEQUENCES**

To provide for the safety and health of our student athletes, the following procedures, remedies and consequences are applied to any violation of your drug-free status with regard to the use of any illicit drug or "street drug" in this category.

### ***Upon the suspicion of an Illegal Drugs violation:***

- The coach will notify the athletic director immediately.
- The athletic director will notify the principal immediately.
- Law enforcement shall be informed.
- There will be a parental notification.
- An immediate investigation will begin.
- An interview with the student athlete will be conducted.
- The student athlete may be placed on a temporary suspension (depending upon the strength of the evidence) while the investigation is conducted.
- If such possession or use has resulted in arrest the student athlete shall be suspended until legal status has been determined.

- If legally found guilty or it is determined the athlete was using illegal drugs, the student athlete shall be suspended from athletics.

***Upon the confirmation of an Illegal Drugs violation:***

**First Offense:** The student athlete will be given a suspension for 1 year unless they are enrolled in a drug rehab program and follow all recommendations of the program then the suspension will be for six-months.

**Second Offense:** Permanent suspension from all athletic programs for the duration of his/her school career.

***Remedies for return to participation after completing the assigned suspension (first offense only):***

- Student athlete assistance counseling required.
- Educational measures taken.
- Corrective measures taken.
- Restorative measures taken.
- Possible extensive drug evaluation/assessment and/or treatment/rehabilitation as required.
- Enrollment in a 30-day drug rehabilitation program if warranted.
- Agreed to test if allowed to rejoin the team or another athletic team.

**PERFORMANCE ENHANCING DRUGS/SUPPLEMENTS**

Healthy athletes do not need supplements. A nutritional ergogenic aid is defined as any foodstuff or dietary procedure that either improves or is thought to improve physical performance. Although these compounds are easily available, they are unregulated and many either pose potential health compromising threats or dangers. Many have never been tested on human subjects, thus the long-term effects remain unknown. The use of suspected or advertised ergogenic aids, including but not limited to creatine or other nutritional supplements may be detrimental. Due to the serious and potentially fatal effects of anabolic/androgenic steroids and their related compounds, including hormone pre-cursors the use of these products is strictly prohibited. They are also illegal to possess or distribute without medical documentation.

The use or possession of these types of drugs and/or substances is strictly prohibited for our student athletes at all times. The possession and use of these drugs are illegal for our student athletes and for the majority of society as a whole. Specifically, the use of all anabolic steroids, diuretics and peptide hormones and analogues (HCG, ACTH and HGH) are to be avoided. The use of these drugs without a doctor-approved prescription and unsupervised administration represents a great risk to the student athlete's health and welfare. It should be further noted that possession of many of these drugs is a felony and holds the same legal penalties as possession of cocaine. In addition to the illegal use of these controlled substances, you must be warned that the use of many "Pro-hormones" and Hormone Pre-Cursors that are legal and available without prescription may also have significant health consequences for your athletes

and may cause the users to test positive for anabolic steroids. It is highly suggested that these substances be avoided during your athletic career. The health related effects of such substances can be lethal or permanently debilitating.

### **SUPPLEMENTS BE AWARE AND BEWARE**

The supplement industry is unregulated by the government. Young athletes can purchase supplements in local malls, health food stores and/or by mail. The International Olympic Committee recently analyzed several hundred items brought over the counter at a national chain store in their European drug testing center laboratory. It was determined that 18% of those supplements contained actual steroids. Use of these tainted supplements has been shown to impair normal hormone production and cause serious side effects, including health risks. The labels did not show them as containing these substances. It is for this reason that we recommend that no coach or employee of our athletic staff shall advise any athlete to take any supplemental substance for any purpose.

It is also known that in many instances student athlete parents, have no idea that their child is using these supplements. It is for this reason we add supplements to our category with performance enhancing drugs.

To provide for the safety and health of our student athletes, the following procedures, remedies and penalties are applied to any violation of your drug-free status with regard to the use of any Category II violation.

#### ***Upon the suspicion of a Performance Enhancing Drugs/Supplements violation:***

- The coach will notify the athletic director.
- The athletic director will notify the principal.
- There will be a parental notification.
- An interview with the student athletes will be conducted.
- An investigation will begin.
- The student athlete may be placed on a temporary suspension (depending upon the strength of the evidence) while the investigation is conducted. (During which time they may practice but may not compete).
- A timely drug test may be required to verify the student athlete's current drug status.
- If the student has distributed or attempted to dispense such substances to other student athletes they shall be immediately suspended for the duration of his/her high school career.

#### ***Upon the confirmation of a violation:***

**First Offense:** The student athlete will be given a suspension for 1 year.

**Second Offense:** Permanent suspension from all athletic programs for the duration of his/her school career.

***Remedies for return to participation after completing the assigned suspension (first offense only):***

- Student athlete assistance counseling required.
- Educational measures taken.
- Corrective measures taken.
- Restorative measures taken.
- Possible extensive drug evaluation/assessment and/or treatment/rehabilitation as required.
- Enrollment in a 30-day drug rehabilitation program is warranted.
- Agreed to test if allowed to rejoin the team or another athletic team.
- Extensive drug evaluation, assessment and rehabilitation **required** (second offense only).

***SELLING OR DISTRIBUTION OF ANY DRUGS OR ALCOHOL WILL RESULT IN PERMANENT SUSPENSION FROM ALL ATHLETIC PROGRAMS FOR THE DURATION OF HIS/HER SCHOOL CAREER WITH NO APPEAL.***

**OTHER OUT OF BOUNDS BEHAVIORS**

**Hazing:** Hazing is defined as any activity that recklessly or intentionally endangers the mental health, physical health or safety of a student for the purpose of initiation or membership in or affiliation with any athletic team. Any hazing activity, whether by an individual or a group, shall be presumed to a forced activity, even if a student willingly participates.

The athletic program does not condone any form of initiation or harassment, known as hazing, as part of any school sponsored activity. No student, coach, volunteer or district employee shall plan, direct, encourage, assist or engage in any hazing activity.

Suspected acts of hazing should be reported to the coach, athletic administrator, principal or other school administrator.

**Unlawful Harassment:** Harassment in any form will not be tolerated. The term Harassment includes but is not limited to slurs, jokes, or other verbal, graphic or physical conduct relating to an individual's race, color, religion, ancestry, sex, national origin, age or handicap/disability.

Ethnic harassment includes the use of any derogatory word, phrase or action characterizing a given racial or ethnic group that creates an offensive education environment.

Sexual harassment shall consist of unwelcome sexual advances, requests for sexual favors, and other inappropriate verbal or physical conduct of a sexual nature when:

- Submission to such conduct is made explicitly or implicitly a term or condition of a student's athletic status.

- Submission to or rejection of such conduct is used as the basis for athletic decisions affecting the individual.
- Such conduct deprives a student of educational aid, benefits, services or treatment.
- Such conduct has the purpose or effect of substantially interfering with the student's school performance or creating an intimidating, hostile or offensive education environment.

Students may not make statements that verbally intimidate, are hurtful, threaten, lead to feelings of discomfort or are racist or sexist in nature. If one student-athlete verbally intimidates or harasses a second student-athlete is to tell a coach, teacher, counselor, nurse, or administrator. Under no conditions is retaliation permitted.

Complaints of harassment shall be investigated promptly following all state and federal guidelines, and corrective action shall be taken when allegations are verified. Confidentiality of all parties shall be maintained, consistent with the district's legal and investigative obligations. Neither reprisals nor retaliation shall occur as a result of good faith charges of harassment.

Each student-athlete shall be responsible to maintain an educational environment free from all forms of unlawful harassment. Each student-athlete shall be responsible to respect the rights of their fellow students and to ensure an atmosphere free from all forms of unlawful harassment.

***Upon the confirmation of a violation of hazing or harassment:***

**First Offense:** The student athlete will be given a suspension for 1 year.

**Second Offense:** Permanent suspension from all athletic programs for the duration of his/her school career.

**VIOLATIONS PROCESS**

**CONFIRMATION OF VIOLATION**

Once confirmation of a violation of your drug-free status has been obtained under the terms of this program, you will be subject to, but not limited by, the following consequences. These actions are uniform throughout the athletic department and are not intended to replace or affect any additional disciplinary measures of each head coach. It is further understood that any specific program, coaching staff, or team as a whole may elect to set a higher standard of conduct and include and adopt increased and/or additional disciplinary measures of more severe remedies and penalties.

This program is not to be construed as a replacement for or a substitution of those program or team standards that are of an increased nature. This program will not provide for a lessening of disciplinary measures or increased tolerance where a specific

program, coaching staff, player council or team has established and agreed to abide by a higher standard of conduct and additional and more severe remedies and penalties for violations. In other words, each program may increase the conditions for adherence to the drug-free status of student athletes and increase the severity of remedies and penalties but may not decrease them from this approved program.

In an effort to aid the athletic department in determining and applying appropriate and fair remedies and penalties for the rare occasions where there is a confirmed student athlete violation, the following four distinct categories have been created.

## **DISQUALIFICATION POLICY**

A disqualified athlete, coach and/or team personnel shall be bound to serve the completion of the entire assistance process prior to resumption of participation in any future contest. Failure to complete this process shall also result in suspension from participation on any other athletic team.

## **ATHLETIC APPEALS PROCESS (NON-DENIAL OF PARTICIPATION)**

### **I. INTRODUCTION**

Each student athlete shall have the right to an appeal and hearing (except where stated) of a decision made by the coaching and administrative staff. It is preferable that problems be solved by the persons involved in the appeal and that the Athletic Council/Appeals Board not be asked to rule on such problems until all efforts by the parties involved have been exhausted.

### **II. INITIATION OF AN APPEAL**

#### **A. Declaration of Appeal**

The student-athlete must submit in writing to the Director of Athletics a request for appeal no later than 14 days after the day of which the incident occurred. Failure to comply with the time limit will result in automatic denial of the appeal.

#### **B. Informal Discussion**

After the written request has been submitted to the athletic director, there shall be an informal discussion by the person appealing a decision and the person who made the decision that is being appealed in an attempt to resolve the problem.

#### **C. Informal Meeting**

If the appeal is between a student-athlete and member of the coaching and administrative/professional staff other than the athletic director, the parties involved shall meet informally with the athletic director in an attempt to reach an agreement.

#### D. Formal Appeal

If a settlement cannot be reached informally, the appeal shall be filed with the Athletic Director, member of the Athletic Council/Appeals Board.

#### E. Formal Hearing

1. When possible, a hearing shall be conducted within 14 days of the receipt of the request. If the 14-day schedule cannot be met, the hearing shall be held at the earliest possible date thereafter.
2. Both individuals involved in the appeal shall be present at the hearing to present their cases and to refute invalid information, which might be presented by the other party.
3. After each party involved in the appeal has presented her/his case, members of the Appeals Board shall meet in private to render a decision.
4. The parties involved shall receive, in writing, the decision of the Appeals Board within ten (10) days of the completion of the review.

STUDENT NOTICE ON INTENDED DENIAL OF PARTICIPATION IN ATHLETICS

\_\_\_\_\_  
(Name of Student)

\_\_\_\_\_  
(Date)

You are hereby advised that it is possible you will be denied temporary participation in \_\_\_\_\_ for the following reasons (nature of misconduct, date and time of occurrence and code section(s) violated):

You will have an opportunity to meet with me to discuss this denial and to challenge the reason(s) for the action or otherwise explain your actions on \_\_\_\_\_, at \_\_\_\_\_.

\_\_\_\_\_  
Signature of Principal

I have read, understand, and hereby acknowledge receipt of this notice of denial in athletics. I understand my acknowledgement does not constitute an admission of the alleged misconduct.

\_\_\_\_\_  
Signature of Student

cc: Administrator  
Superintendent

PARENT NOTICE OF DENIAL OF PARTICIPATION IN ATHLETICS

\_\_\_\_\_  
(Date)

\_\_\_\_\_  
(Name of Student)

\_\_\_\_\_  
(Name of Parent/Guardian)

You are hereby notified that your son/daughter has been denied temporary participation in \_\_\_\_\_ for \_\_\_\_\_.  
(Sport) (Length of Denial)

The denial begins on \_\_\_\_\_, ending \_\_\_\_\_.  
(Date) (Date)

The incident which caused this action has been discussed with your son/daughter. This action was taken for the following reasons: (The nature of misconduct, date and time of its occurrence, conduct code violated.)

During this denial, \_\_\_\_\_ is expected to attend practice, but he/she will not be permitted to participate in \_\_\_\_\_.  
(Sport)

You have the right to appeal this action to the athletic appeals board. Notification of your decision to appeal must be made within 72 hours of the date the denial is to begin. If you wish to appeal this matter, please contact me so that arrangements can be made.

If you have any questions about this situation, please contact me.

\_\_\_\_\_  
Signature of Principal

cc: Administrator  
Superintendent

NOTICE OF DECISION OF ATHLETIC APPEALS COMMITTEE  
DENIAL OF PARTICIPATION IN ATHLETICS

\_\_\_\_\_  
(Date)

\_\_\_\_\_  
(Student)

\_\_\_\_\_  
(Name of Parent/Guardian)

The Athletic Appeals Board held a hearing to review the denial of participation of  
\_\_\_\_\_ in \_\_\_\_\_.  
(Student) (Sport)

Following the hearing, the group took action to \_\_\_\_\_.  
(affirm, reverse, or modify)

(If appropriate, state the nature of the modification or action)

\_\_\_\_\_  
\_\_\_\_\_

\_\_\_\_\_  
Signature of Principal

cc: Student's File  
Members of Athletic Committee  
Administrator  
Superintendent

NOTICE OF INTENDED PERMANENT DENIAL OF PARTICIPATION IN AN ATHLETIC PROGRAM

\_\_\_\_\_  
(Date)

\_\_\_\_\_  
(Student)

\_\_\_\_\_  
(Name of Parent/Guardian)

You are hereby advised that I will recommend that \_\_\_\_\_ be  
(Student)  
permanently denied participation of the remainder of the year/season in  
\_\_\_\_\_.  
(Sport)

The reason(s) for this recommendation are as follows:  
(Nature of misconduct, date and time of occurrence and code violated.)

You have a right to an appeal hearing with the athletic appeals committee to challenge the reason for this possible action. Please contact me to arrange a time for the hearing. The athletic appeal committee will then make a recommendation to the administrator, who will then render a decision on the matter. You may request a time extension for the hearing if you are unable to attend the time and on the date specified. Please notify me by phone immediately if you wish to reschedule the hearing at \_\_\_\_\_.

Also, if you do not wish to appeal at the hearing, please notify me.

\_\_\_\_\_  
Signature of Principal

cc: Administrator  
Superintendent

NOTICE OF PERMANENT DENIAL OF PARTICIPATION IN AN ATHLETIC PROGRAM

\_\_\_\_\_  
(Date)

\_\_\_\_\_  
(Student)

\_\_\_\_\_  
(Name of Parent/Guardian)

You are hereby advised that \_\_\_\_\_ has been permanently  
(Name of Student)  
denied participation in \_\_\_\_\_ for the remainder of the  
(Sport)  
\_\_\_\_\_. The reason(s) for this action is as follows:  
(Year of Sport Season)

\_\_\_\_\_  
Signature of Principal

cc: Members of athletic appeals committee  
Superintendent  
Administrator  
Student's File

**ACKNOWLEDGEMENT OF RECEIPT OF ATHLETIC HANDBOOK**

**PLEASE DETACH THIS PAGE AND RETURN TO YOUR COACH**

Parent/Guardians must understand and agree to the conditions for involvement for their son or daughter in order for them to participate in athletics.

The parent(s) or guardian(s) shall read all of the enclosed material and acknowledge understanding of the athletic eligibility rules and policies. The parent(s) or guardian(s) shall sign and return the Responsibility Acknowledgement Agreement to the Athletic Director prior to their son/daughter participating in any contests.

I have read the Brushton-Moira CSD CODE of Interscholastic Athletics including the rules, regulations and policies. I fully understand its meaning and consequences and support its enforcement by persons responsible.

Please sign and return to your coach. This needs to be done only once during your career at Brushton-Moira Central School. This form will be kept on file in the athletic director's office. Thank you for your cooperation and support. Your son/daughter cannot participate in interscholastic athletic competitions until this form is signed and returned to the coach.

\_\_\_\_\_ SIGNATURE OF ATHLETE

\_\_\_\_\_ SIGNATURE OF PARENT/GUARDIAN

\_\_\_\_\_ SIGNATURE OF COACH

\_\_\_\_\_ SIGNATURE OF ATHLETIC DIRECTOR

Received by the Athletic Director on \_\_\_\_\_  
(Date)

## **COMMUNICATION PROCESS**

### **CONFERENCES**

In our continuing effort to establish and maintain clear lines of communication between the Athletic Department Staff and the parents/guardians of our student-athletes, the coaching staff will be available for conferences. ***Please do not attempt to confront a coach before or after a contest or practice.*** Those can be emotional times for both the parent and the coach. Meetings of that nature, and at those times, do not promote resolution. The following guidelines will help make any conference a productive and positive experience.

### **PARENT INVOLVEMENT GUIDELINES**

- \* Each head coach will be available, upon request, for conferences.
- \* Parents can use this time to ask questions and obtain information.
- \* The coach will discuss what the student-athlete needs to work on or improve in order to maintain or increase his/her playing time.
- \* The coach will only talk to a parent/guardian about his/her own child.
- \* If the guidelines are not adhered to, the discussion will be terminated.
- \* If satisfaction is not obtained, the parent/guardian should then follow the instructions under Parent Complaints or Concerns.
- \* Parents who verbally abuse a coach may be liable for harassment/slander/defamation of character.
  
- \*\* It is the intent of the Athletic Department to provide an avenue for meaningful dialogue and communication between coaches and parents. Working together we can and will accomplish great things.

### **PARENT COMPLAINTS OR CONCERNS**

\* TO EXPRESS A CONCERN ABOUT SCHOOL PERSONNEL:

If you have a concern or complaint, it helps to bring it to the attention of the correct people. In general, a parent should communicate first with the school and then with the appropriate office in the district administration.

- a. Every effort should be made to resolve a complaint with the coach involved.
- b. If a concern is not resolved with the coach, it should be submitted to the athletic director in writing.
- c. If the concern is not resolved with the athletic director it should be submitted to the principal in writing.
- d. If the principal cannot resolve the problem, it will be submitted to the associate superintendent responsible for secondary education.
- e. Concerns are resolved at the associate superintendent level will be submitted to the chief of staff and, if still not resolved, to the superintendent.

### **UNREST PLANS**

If a physical conflict should occur on the playing field/court during a contest, the following action will take place. All athletes in the sideline/bench area will remain there, and all athletes on the field/court are to move immediately to the sideline/bench area. All parents/guardians, fans, etc... are to remain in the stands or in the sideline/bench area if there are not stands. No unsportsmanlike words or actions are to come from any players, fans, or coaches. Violation of the above policy by a student can result in disciplinary action from both the school administration and the Athletic Department. It is the responsibility of every coach to inform, demonstrate, and practice the above action plan.

# THE SIX PILLARS OF CHARACTER

## CODE OF CONDUCT FOR INTERSCHOLASTIC STUDENT-ATHLETES

*Interscholastic athletic competition should demonstrate high standards of ethics and sportsmanship and promote the development of good character and other important life skills. The highest potential of sports is achieved when participants are committed to pursuing victory with honor according to six core principles: trustworthiness, respect, responsibility, fairness, caring, and good citizenship. This Code applies to all student-athletes involved in interscholastic sports in California. I understand that, in order to participate in high school athletics, I must act in accord with the following:*

### TRUSTWORTHINESS

1. *Trustworthiness* – be worthy of trust in all I do.
  - *Integrity* – live up to high ideals of ethics and sportsmanship and always pursue victory with honor; do what's right even when it's unpopular or personally costly.
  - *Honesty* – live and compete honorably; don't lie, cheat, steal or engage in any other dishonest or unsportsmanlike conduct.
  - *Reliability* – fulfill commitments; do what I say I will do; be on time to practices and games.
  - *Loyalty* – be loyal to my school and team; put the team above personal glory.

### RESPECT

2. *Respect* – treat all people with respect all the time and require the same of other student-athletes.
3. *Class* – live and play with class; be a good sport; be gracious in victory and accept defeat with dignity; give fallen opponents help, compliment extraordinary performance, show sincere respect in pre- and post-game rituals.

4. *Disrespectful Conduct* – don't engage in disrespectful conduct of any sort including profanity, obscene gestures, offensive remarks of a sexual or **racial** nature, trash-talking, taunting boastful celebrations, or other actions that demean individuals or the sport.
5. *Respect Officials* – treat contest officials with respect; don't complain about or argue with official calls or decisions during or after an athletic event.

### RESPONSIBILITY

6. *Importance of Education* – be a student first and commit to getting the best education I can. Be honest with myself about the likelihood of getting an athletic scholarship or playing on a professional level and remember that many universities will not recruit student-athletes that do not have a serious commitment to their education, the ability to succeed academically or the character to represent their institution honorably.
7. *Role-Modeling* – Remember, participation in sports is a privilege, not a right and that I am expected to represent my

school, coach and teammates with honor, on and off the field. Consistently exhibit good character and conduct yourself as a positive role model.

**Suspension or termination of the participation privilege is within the sole discretion of the school administration.**

8. *Self-Control* – exercise self-control; don't fight or show excessive displays of anger or frustration; have the strength to overcome the temptation to retaliate.
9. *Healthy Lifestyle* – safeguard your health; don't use any illegal or unhealthy substances including alcohol, tobacco and drugs or engage in any unhealthy techniques to gain, lose or maintain weight.
10. *Integrity of the Game* – protect the integrity of the game; don't gamble. Please the game according to the rules.

### **FAIRNESS**

11. *Be Fair* – live up to high standards of fair play; be open-minded; always be willing to listen and learn.

### **CARING**

12. *Concern for Others* – demonstrate concern for others; never intentionally injure any player or engage in reckless behavior that might cause injury to myself or others.
13. *Teammates* – help promote the well being of teammates by positive counseling and encouragement or by reporting any unhealthy or dangerous conduct to coaches.

### **CITIZENSHIP**

14. *Play by the Rules* – maintain a thorough knowledge of and abide by all applicable game and competition rules.
15. *Spirit of Rules* – honor the spirit and the letter of rules; avoid temptations to gain a competitive advantage through improper gamesmanship techniques that violate the highest traditions of sportsmanship.

## ATHLETIC CONTRACT: COACH

### Coach's Commitment

As the coach of the (boys and girls) \_\_\_\_\_ team, I am dedicated to more than the X's and O's of competition. I know that less than 2% of high school athletes go on to play team sports at the college level. Therefore, I understand that high school athletics provide students a unique opportunity for the development of not only physical conditioning and athletic skill, but also character traits essential for success in life. Recognizing my role as educator, leader and role model for students, for the next season I commit to:

- Exemplify the highest moral character as a role model for young people.
- Recognize the individual worth and reinforce the self-image of each team member.
- Establish a realistic team goal or vision for each season and communicate that to the athletes and parents.
- Encourage and assist team members to set personal goals to achieve their highest academic potential.
- Create a set of training rules for athletes that reflect the positive values of abstaining from the use of alcohol, tobacco and other drugs (performance degrading substances).
- Strive to develop the qualities of competence, character, civility and citizenship in each team member, as outlined in this code.
- Provide a safe, challenging and encouraging environment for practice and competition.
- Gain an awareness of the importance of prevention, care and treatment of athletic injuries.
- Respect the integrity and judgment of the game officials.
- Teach and abide by the rules of the game in letter and in spirit.
- Build and maintain ethical relationships with all BMC Coaches and administrators.
- Strive for excellence in coaching skills and techniques through professional improvement.
- Promote personal fitness and good nutrition.
- Be modest in victory and gracious in defeat.

**My signature below indicates my commitment to the above:**

---

Date

---

Coach's Signature

## ATHLETIC CONTRACT: STUDENT ATHLETE

As a member of the \_\_\_\_\_ team, I understand that you want to enjoy the season, participate as much as possible, and improve your athletic abilities in this sport... and win games (contests)! I am committed to making those things happen, and to reach our team goals for the season.

Your participation is dependent upon your willingness to work with me toward the goals below, and to live within the boundaries established in our School's athletic code. The things below describe the areas of personal development to which I and the School are asking you to make a commitment for the upcoming season. I also ask you to note any expectations, goals or questions you have on the reverse side of this form so that I can consider them and respond where needed.

Coach \_\_\_\_\_

### Athlete's Commitment

I understand that participating in high school athletics gives me a special opportunity to develop not only my physical conditioning and athletic skill, but also character traits I need to success in life. I therefore commit to strive for the following during the upcoming season:

**Competence – *The knowledge and skill I need to train and effectively compete.***

- To develop the skills necessary to participate competently in the sport.
- To demonstrate knowledge of the rules and conventions of the sport.
- To demonstrate knowledge of the strategies of the sport.
- To demonstrate a level of physical conditioning and fitness sufficient to participate competently in the sport.
- To demonstrate knowledge of healthy behaviors, including nutritional issues.
- To understand the necessity of abstaining from the use of alcohol, tobacco, and other drugs in order to achieve the positive benefits of interscholastic athletics.

**Character – *My beliefs, attitudes and skill that support moral behavior and represent the positive values of Brushton-Moira Central School and the greater community.***

- To be dependable in fulfilling obligations and commitments.
- To accept responsibility for consequences of actions and not to make excuses or blame others.

- To strive to excel.
- To be committed.
- To persevere, give 100% effort and not give up in the face of setbacks.
- To be honest.
- To play by the rules of the sport and not cheat.
- To control anger and frustration and refrain from displays of temper and bad language.
- To accept losing and winning graciously; to congratulate opponents, not sulk, or display other negative behaviors.

***Civility – Behavior that shows respect and concern for others – treating them as I would want to be treated.***

- To practice good manners on and off the field.
- To refrain from trash talk and other put-downs of opponents and teammates.
- To treat all persons respectfully regardless of individual differences to show respect for legitimate authority (Coaches, captains and officials).
- **To be fair and treat others as one wishes to be treated.**
- To listen to and try to understand others.
- To be compassionate and sensitive to others.
- To actively support teammates and others.

***Citizenship – Understanding that being part of a team is about my responsibility to my teammates, and not just about what's important to me:***

- **To be faithful to the ideals of the game including sportsmanship.**
- To keep commitments to my team.
- To show team spirit, encourage others and contribute to good morale.
- **To put the good of the team ahead of my personal gain.**
- To work well with teammates to achieve team goals.
- **To accept responsibility to set a good example for teammates, younger athletes, fans and school community.**

**My signature below indicates my commitment to the above and my willingness to live within the boundaries established in our School's athletic code and to accept the logical consequences for violations.**

---

Date

---

Athlete's Signature