

EASTBROOK JUNIOR/SENIOR HIGH ATHLETIC CODE OF CONDUCT (Grades 7-12)

THE PURPOSE of the Code of Conduct is to provide the athlete with consistent guidelines that will assist in governing the Eastbrook athletic program. Athletes representing Eastbrook Junior/Senior High School must exemplify high standards of moral integrity and good sportsmanship, both in school and out of school.

It is hoped that the Code of Conduct will deter students from making poor decisions while providing an opportunity for rehabilitation and fairly administered consequences if the student violates the code of conduct. It is a **privilege** to participate in athletics and this privilege is extended to all, provided that students are willing to assume certain responsibilities. A student participant must be a credit to oneself, the school, and the community. It is expected that all athletes will exude better than minimal standards in conduct. All students participating in athletics will be governed by this code. For the purpose of this Athletic Code, "Athlete" includes but is not limited to players, managers, cheerleaders, and any student helpers of the teams listed in Article II (B).

I. PHILOSOPHY

The participant in athletics, as a member of a team or an individual performer, is valued first as a human being and second as an athlete. Those who participate in athletics are entitled to respect, dignity, privacy, and the right opportunities to develop as a whole and healthy person. Choosing to follow training rules is a matter of self-discipline. The best performance the individual is capable of producing comes only after the body and mind have been conditioned through a regular training program. The primary concern of the athletic department is to promote the health and physical/psychological well-being of the athlete as well as encourage them to refrain from the use of certain substances that will alter/affect their overall performance.

A secondary objective is to ensure that the athlete properly represents himself/herself, his/her family, and their school. Additionally, the ability of the athlete to physically perform to the best of his/her ability should be maintained. The mental well-being, assistance in making quality decisions, resistance of peer pressure, and development of self-discipline in the young individual are all considerations when issuing discipline. This code is to be followed by all athletes, and is to be in effect for the full calendar year, both in and out of season.

II. EASTBROOK HIGH SCHOOL AFFILIATIONS AND OFFERINGS

A. IHSAA and CIC

Eastbrook High School is a member of the Indiana High School Athletic Association, which has determined and directed the overall pattern of inter-school athletics in Indiana since 1904. Eastbrook High School, by our IHSAA membership, has agreed to abide by the rules and regulations, both in spirit and law, which are stated in the constitution of the IHSAA: "The purpose of this Association shall be to encourage and direct wholesome amateur athletics in the schools of Indiana. In keeping with this purpose, they shall regulate, supervise and administer interscholastic athletic activities among its member schools. All such activities shall remain an integral factor in the total secondary educational program. This shall be accomplished by the cooperation with all agencies vitally concerned with the health and educational welfare of secondary school students, furnishing protection against exploitation of schools or students; determining qualifications of individual contestants, coaches and officials; and providing written communications to establish standards for eligibility, competition and sportsmanship." The rules, regulations, and policies are contained in the constitution of the IHSAA.

Eastbrook High School is also a member of the CIC conference, a league of eight schools whose objective in organizing was to foster and promote athletics through the combined efforts of each school. Conference members include: Alexandria, Blackford, Eastbrook, Elwood, Frankton, Madison-Grant, Mississinewa, and Oak Hill.

Management of the conference is in the hands of the High School Principal, or his designated representative. Each school has one vote in matters of decisions. The rules and regulations of the conference are in a handbook of policies for the CIC conference.

B. SPORT OFFERINGS AT EASTBROOK ARE AS FOLLOWS:

<u>Fall</u>	<u>Winter</u>	<u>Spring</u>
(B) Football, 7-12	(B&G) Basketball, 7-12	(B&G) Track, 6-12 *
(B&G) Cross Country, 6-12	(B) Wrestling, 6-12 *	(G) Softball, 9-12
(G) Volleyball, 7-12	(G) Cheerleading, 7-12	(B) Baseball, 9-12
(G) Cheerleading, 7-12		(B) Golf 9-12
(B&G) Soccer, 9-12		
(G) Golf 9-12		

* 6th graders will only be allowed to participate based on the availability of openings on the team.

III. POLICY GUIDELINES

A. Policies and procedures will be reviewed by the Athletic Council every two years for reformation, consistency, and evaluation.

B. Policies are a means of regulation, enforcement, and intervention for needs assessment. They may be viable tools for prevention. The effectiveness of policies may be measured by their application in preventive or intervention situations.

C. The merit of this program is in the fact that it offers a positive approach: punishing the behavior and not damaging the individual's reputation. It offers flexibility, a great deal of communication, identification, treatment, and ongoing support.

D. This code is to be followed by all athletes and is to be in effect for the full calendar year (both in-season and off-season).

E. If any offenses occur during off-season or if the athlete is not currently participating in a sport, the penalty would begin at the beginning of his/her next athletic season. A student-athlete will not be allowed to join another sport's team to serve the suspension unless approved by the Athletic Director and head coach.

F. Any in-school or out-of-school suspension will result in no practice time or competition participation until the entire suspension has been served.

G. "In-season" for each high school sport will be defined as beginning on the first day of authorized practice and ending when the team has been eliminated from the IHSAA tournament. Junior high school "In-season" will be defined as beginning with the first organized practice and ending with the last regular scheduled season contest.

IV. THE TRAINING RULES AND CORRECTIVE ACTION

Participating in athletics is both an Honor and a Responsibility. Athletes are recognized for their achievements as representatives of their school and its ideals. Therefore they should uphold the following:

A. TRAINING RULES:

1. No possession or use of tobacco in any way at any time.
2. No possession or use of illegal drugs or drug paraphernalia at any time.
3. No possession or use of alcoholic beverages at any time.

4. No possession or use of ephedrine or illegal use of prescription drugs.
5. No possession or use of illegal performance enhancement drugs.
6. Athlete's conduct in and out of school shall be such as (1) not to reflect discredit upon their school and (2) not to create a disruptive influence on the discipline, good order, moral, or educational environment in the school.
7. The arrest and/or conviction of a felony will result in immediate disciplinary action.
8. Any arrest and/or conviction of a misdemeanor may result in disciplinary action.
9. Committing acts of vandalism, gross disrespect, and/or theft are not in accordance with our code of conduct and may result in disciplinary action.
10. The Principal and/or Athletic Director may suspend a student for a period of time for other incidents that have a detrimental effect upon the athletic program at Eastbrook.

B. ACADEMICS

Grades 9-12:

All high school students will follow the IHSAA guidelines for academic eligibility. Rule 18 of IHSAA By-laws and Articles of Incorporation states the following:

To be eligible scholastically, students must have received passing grades at the end of their last grading period in at least seventy percent (70%) of the maximum number of full credit subjects (or the equivalent) that a student can take and must be currently enrolled in at least seventy percent (70%) of the maximum number of full credit subjects (or the equivalent) that a student can take. Semester grades take precedence.

Grades 7-8:

All junior high students must adhere to the following academic standards to be eligible to participate on a team:

1. Football, Volleyball, & Cross-Country will be declared based upon the 4th nine weeks' grades the previous year. (Exception: ALL seventh grade students will be eligible.)
2. Fall Cheerleading will be declared based upon 4th nine weeks' grades the previous year. (Exception: ALL seventh grade students will be eligible.)
3. Basketball & Winter Cheerleading will be declared based upon first nine weeks' grades. (Students must maintain grade eligibility requirements for the 2nd nine weeks.)
4. Wrestling will be declared based upon 2nd nine weeks' grades.
5. Track will be declared based upon 3rd nine weeks' grades.

Players and managers not meeting eligibility requirements are not to practice or play in any interscholastic events.

C. ATHLETIC COUNCIL

The Eastbrook Athletic Council will serve as the hearing body for any first appeal of violations of the Athletic Code, serve as an advisory board for the Athletic Director as he/she sees necessary, and will also review all athletic department policies and procedures every two years. The athletic council will be a permanent council. It will consist of the Principal, Assistant Principal, Athletic Director, and appointed head coaches.

1. Superintendent of Schools or designee
2. Principal of Eastbrook High School
3. Assistant Principal of Eastbrook High School
4. Principal of Eastbrook Junior High School

5. Athletic Director of Eastbrook High School
6. In-season head high school coaches
7. One Faculty representative of Eastbrook High School (appointed by the HS Principal)
8. One Faculty representative of Eastbrook Junior High School (appointed by the JH Principal)

The purpose of the Council will be to review athletic department policies and make recommendations to the Principal and/or Athletic Director.

D. CORRECTIVE ACTION

First Offense:

1. 50% suspension of the number of scheduled contests for that season.
2. If the entire 50% cannot be served within the season the violation occurred, the remaining percentage will be served during the athlete's next contest season.
3. Offense becomes part of the athlete's athletic record.
4. While under suspension for first offense, the athlete may continue to practice with the team with the approval of the Athletic Director and coach. The athlete may continue to travel with the team to away contests, with the approval of the Athletic Director and coach. The athlete may continue to be on the sideline, bench area, etc. while under suspension, with the approval of the Athletic Director and coach.
5. The athlete must not wear any part of the competitive uniform or team warm-up to the contests while under suspension.
6. *Professional Counseling Provision (First offense only):* Upon a violation, a student-athlete may provide documentation of an assessment performed by a certified drug/alcohol/counseling treatment center selected by the student and/or his/her parent or guardian and presented to the Athletic Director. If the student-athlete follows the recommendations of said treatment center and the program has been completed, his or her suspension **may** be reduced to 20% upon a request for a review to the athletic council from the student or the student's parent or guardian. This provision is the only basis for reduction of the suspension, and such reduction shall be in the sole discretion of the Athletic Council. Any assessment undertaken by the parent or guardian will be at the expense of the parent or guardian.

Second Offense:

1. Athletic career in all sports is suspended from all athletic contests for one calendar year from time the offense occurred.
2. A conference will take place within 5 school days for drug or alcohol related offenses.
3. The conference will include: the athlete, the parent(s), guardian(s), the Principal, the Athletic Director, the coach, and the school counselor.
4. Offense becomes part of the athlete's athletic record.
5. While under suspension for second offense, the athlete may continue to practice with the team with the approval of the Athletic Director and coach. The athlete may continue to travel with the team to away contests, with the approval of the Athletic Director and coach. The athlete may continue to be on the sideline, bench area, etc. while under suspension, with the approval of the Athletic Director and coach. The athlete must not wear any part of the competitive uniform or team warm-up to the contests while under suspension.

Third Offense:

1. Athletic career in all sports is terminated.
2. The Athletic Director will notify parents within 5 school days.

3. Notification will be both written and verbal.
4. At this time parents and athlete may meet with a drug dependency agency for evaluation and possible treatment if drugs and alcohol are involved.
5. Parents may submit written results of their action with a chemical dependency agency for possible appeal process to regain eligibility.

V. RULES VIOLATIONS – INVESTIGATION PROCESS

- a. The Athletic Director, Principal, and/or Assistant Principal shall conduct an informal conference with the accused athlete.
- b. If they suspect a violation has occurred, the Athletic Director and/or Principal will consult with the parents within five school days of the conference with the athlete.
- c. If the Athletic Director and/or Principal find the athlete to be in violation of the athletic code, they will impose punishment as outlined in section IV(C).
4. Parents of the athlete will be notified by personal contact, if possible, and in writing. This notification will inform them of the action taken by the Athletic Director and Principal.

VI. APPEALS PROCESS

If the parties do not agree with the action initiated by the Athletic Director and Principal, they have a right to appeal to the athletic council and the following format will be followed:

- A. Upon receipt of the notification of the findings, the parents or athlete have five (5) school days to contact the Athletic Director requesting a conference.
- B. The Principal will preside at the conference. If the Principal is unavailable, the assistant Principal will preside in the conference.
- C. Those in attendance will be the Principal or Principal's designee, athletic council members, Athletic Director, parents, and athlete.
- D. The athletic council will vote to determine the action to be initiated. All members of the athletic council will vote and the decision will be based on a simple majority vote. The Principal or Athletic Director shall make the findings of the athletic council known to all parties within 72 hours of the conference.

VII. APPEALS TO SUPERINTENDENT

Both parties (this refers to either the student or Principal) may appeal the findings of the athletic council to the superintendent of schools, in writing, within five (5) school days of the athletic council's decision. A second conference may be held with a conference examiner presiding. The conference examiner is to be appointed by the superintendent of schools.

VIII. ADDITIONAL CLARIFICATION OF ENFORCEMENT

If a student commits a violation of the athletic code while not participating in season, corrective action will be assessed at the beginning of the next sport in which they choose to participate. With the exception of freshmen, any suspensions must be served in a sport in which the student has previously participated during high school. No sports will be allowed to be added to serve the suspension unless approved by the Athletic Director and head coach for that sport.

IX. FELONIES – VANDALISM – THEFT

In addition to the corrective actions as set out in Article IV(C) the Principal and/or Athletic Director may suspend a student for a period of time for other incidents that have a detrimental effect upon the athletic program at Eastbrook.

1. A player arrested, under investigation, on probation, etc. can be suspended from competition until cleared by the administration. This may be based on evidence, charges and/or conviction (excluding minor traffic violations).
2. A student who violates the Eastbrook code of conduct that involves even more serious matters may be suspended indefinitely. The Principal and the Athletic Director will determine the length of suspension for these infractions.
3. Athletes receiving discipline from law enforcement, courts, judges, and juvenile detention offices may receive corrective actions as set out in this code.

Please Note: Continuation in an activity during the period between being charged and acquittal or conviction is contingent upon a decision by the Athletic Director, Principal, and coach.

X. SPECIFIC EXPECTATIONS OF ALL ATHLETES

1. Eastbrook Junior/High School athletes are expected to complete all sports seasons in which they participate.
 - a. Student athletes that quit a team or are removed from a team cannot attend conditioning, open facilities, workouts, or practice for another sport until their season is complete (last contest) or until their coach and the Athletic Director release them to the next sport.
 - b. Student athletes must be in "good standing" at the conclusion of their season to receive awards from the school in that sport. Good standing is defined as not under suspension or not academically ineligible.
2. Comply with all IHSAA and school eligibility rules.
3. Accept seriously the responsibility and privilege of representing school and community and displaying good sportsmanship during all contests. Continued acts of unsportsmanlike conduct will result in suspensions or dismissal, which are contingent upon a decision of the Principal, Athletic Director and coach.
4. Attend every practice session. These include practices on weekends, and vacation periods excluding holidays. No Sunday practices or meetings will be allowed at any time. Any exceptions must be approved by the head coach prior to practice. This excludes junior high athletes are not required to attend practices over vacation periods.
5. Abstain from possessing or using tobacco products, alcohol, illegal drugs, and illegal performance enhancement drugs. No illegal use of prescription drugs at any time.
6. Conduct themselves in a manner consistent with the principles of good sportsmanship and fair play.
7. Students will not be allowed to practice or compete if they have not attended the required number of classes. Both Junior High/High School athletes must sign-in to the office prior to the start of 5th period in order to be eligible to practice or compete. Any exceptions to this policy must be approved by the administration.
8. Be responsible for the care and return of all equipment issued to them. No equipment will be accepted in the Principal or Athletic Director's office. All equipment for all teams must be turned into the coach. No exceptions!!
9. All equipment that is issued is on a LOAN basis and is the property of EASTBROOK JUNIOR/SENIOR HIGH SCHOOL. Athletes must replace lost equipment at replacement cost. Equipment and uniforms cannot be worn for non-athletic purposes. All equipment is to be properly cared for and returned at the request of the coach. All equipment must be returned before the scheduled banquet before awards will be awarded.
10. Adhere to all rules and regulations a coach may require of his/her sport. Disciplinary action may be administered by the coach for violation of other regulations prescribed for that team. However, he/she must do the following:
 - a. Submit a list of his/her rules and penalties to both the Athletic Director and the Principal .
 - b. Distribute the written information to each of his/her athletes.

- c. Conduct a team meeting with his/her players and managers to verbally discuss his/her rules and penalties for violating those rules.
11. It is expected that, as a student of Eastbrook Junior/Senior High School, the rules of the school will be followed. Your general conduct in and out of school shall be such as to bring no discredit to yourself, your parents, your school, or your teammates. Any athlete, who is causing poor team morale at any time, or in any way hurting team harmony, is subject to suspension or dismissal.
12. Athletes and managers are expected to be at all scheduled practices, meetings, and contests. It is the responsibility of the athlete to contact his/her coach in advance if any absence is necessary.
13. Once an athlete is selected to play a sport, he/she is considered a member of that team until the end of the sport's season. An athletic season starts with the first practice and concludes with the sports recognition night.
14. Abusive language, harassment, conduct, and/or personal confrontation (fighting) will not be tolerated.
15. Exhibit high standards of social behavior.
16. Be cooperative, hard-working, and flexible.
17. Maintain a good appearance including cleanliness and good grooming.
18. Respect other athletes, coaches, cheerleaders, officials, spectators, and those in authority.

XI. HAZING - BULLYING

The School Board recognizes that a student has the right to learn in an environment untainted by sexual or other forms of harassment or discrimination. Offensive conduct, which has the purpose or effect of unreasonably interfering with learning performance or creating an intimidating, hostile, discriminatory, or offensive learning environment disrupts the educational process and impedes the legitimate pedagogical concerns of the Corporation.

Sexual harassment includes all unwelcome sexual advances, requests for sexual favors, and verbal or physical contacts of a sexual nature. Other prohibited conduct includes that which has the purpose or effect of creating an intimidating, hostile, discriminatory, or offensive learning environment on the basis of gender, religion, race, color, ethnicity, age and/or disability.

The harassment by a student of a staff member or fellow student of this Corporation is strictly forbidden. Any student who is found to have harassed a staff member or student will be subject to discipline in accordance with law and the Code of Conduct.

If a student reports that a member of the staff is harassing him/her, or witnesses harassing behavior by a staff member against a student, the matter is to be reported immediately to the Athletic Director, who shall then contact the Principal, who shall then contact the superintendent.

XII. SOCIAL MEDIA

Social media is considered to be a group of websites and tools on the Internet, which support collaboration through that of sharing of opinions, insights, experiences and perspectives. Social media sites include and are not limited too: Facebook, Twitter, MySpace, LinkedIn, Instagram, and many others.

As role models for the school, student-athletes are responsible for their public conduct even when they are not acting as student-athletes. Athletes will be held to the same student-athlete standards in their public use of electronic media as they are for any other public conduct. If an athlete's use of electronic media interferes with the athlete's ability to effectively perform his or her athletic duties, the athlete is subject to disciplinary action, up to and including termination from the team.

If an athlete wishes to use a social network site or similar media for personal purposes, the athlete is responsible for the content on the athlete's page, including content added by the athlete, the athlete's friends, or members of the

public who can access the athlete's page, and for Web links on the athlete's page. The athlete is also responsible for maintaining privacy settings appropriate to the content.

If a student-athlete has violated the following policy, the Athletic Director and coach will immediately be notified and take the necessary steps to determine the consequential actions needed to be taken.

EASTBROOK JUNIOR/HIGH SCHOOL ACKNOWLEDGEMENT FORM for _____ (Athlete)

STUDENT AND PARENT SIGNATURE SHEET

I have read the Eastbrook Junior/High School Athletic Code and agree to abide by the rules and regulations stated therein. I also understand that I must abide by the team rules established by my coach.

Athlete's Signature _____

We have read the Eastbrook Junior/High School Athletic Code and agree to support Eastbrook School Corporation in the enforcement of this code of conduct.

Parent/Guardian Signature _____