



Student Athlete Handbook

Work Ethic | Sportsmanship | Competing with Character

Emily Dunn, High School Athletic Director, edunn@psdschools.org

PURPOSE OF THIS HANDBOOK

The purpose of this handbook is to serve as a practical guide for athletes and parents, outlining the mission, philosophy, standards, rules, and expectations of the Poudre School District & Timnath High School interscholastic athletic program. Our aim is to maximize student exposure to the benefits derived from participation in education-based athletics at the scholastic level. To achieve the best possible experience, it is crucial that students, coaches, parents, and administrators are well-informed, maintain open lines of communication, understand their respective expectations, and commit to ensuring that the mission and ideals of education-based athletics align with daily practices in the operation of these programs.

PSD ATHLETICS MISSION

To pursue excellence daily through character and education-based activities that: 1) are not defined by the scoreboard or rating sheet; 2) demonstrate a commitment to respect, the spirit of fair play, and the ideals of sportsmanship; 3) are aligned with the mission, values and policies of Timnath, PSD and the CHSAA; 4) are led by coaches/sponsors that are committed to such ideals; and 5) are participated in by students with an understanding of their role in representing Timnath, their school, their team, and their community.

TIMNATH HIGH SCHOOL ATHLETICS MISSION

In our student-athlete community, our mission is:

We commit to excellence in academics and athletics through our work ethic, grit, and character.

We foster belonging, valuing diversity and creating a supportive environment. Our school spirit inspires us, driving us towards success and creating our school's legacy. We treat each other as a community,

offering support and camaraderie on our journey to greatness. Together, we forge a lasting legacy, embracing our roles as scholars, leaders, and champions.

In our Timnath Middle High School coach community, our mission is:

As coaches and administrators, we are dedicated to ensuring and supporting our student-athletes in their efforts to stay true to their mission of a commitment to excellence in academics and athletics through work ethic, grit, and character, while supporting their desire to focus on belonging, valuing diversity and creating a supportive team environment.

PSD ATHLETICS VALUES

- PSD does not discriminate on the basis of race, color, national origin, sex, sexual orientation, age, religion, creed, marital status, or disability in admission to or access to, or treatment or employment in, its programs and activities.
- PSD is firmly committed to Title IX.
- PSD believes in equity and balance across all education-based programming.

CHSAA CODE OF ETHICS

Poudre School District and Timnath High School embraces the CHSAA Code of Ethics as foundational principles of creating an effective environment for the operation of education-based athletics at the scholastic level. In order to reach the maximum effectiveness in serving and fostering the education of the students so entrusted to us, it is the duty of all concerned with our athletic and activities programs to:

1. Cultivate an awareness that participation in athletics and activities is part of the total educational process and as such, the coach/advisor should neither seek nor expect academic privileges for the participants.
2. Emphasize the proper ideals of sportsmanship, ethical conduct, and fair play as they relate to the lifetime impact on the participants.
3. Develop a working awareness and understanding of all rules and guidelines governing competition, both in letter and intent.

4. Recognize that the purpose of athletics and activities is to promote the physical, mental, moral, social, and emotional well-being of the individual participants.
5. Avoid any practice or technique which would endanger the present or future welfare or safety of any participant.
6. Adhere to policies which do not force or encourage students to specialize or restrict them from participation in a variety of activities.
7. Refuse to disparage an opponent, an official, an administrator or spectator in any aspect of the activity.
8. Strongly encourage the development of proper health habits: the non-use of chemicals, including alcohol, steroids, tobacco in any form and other mood-altering substances.
9. Exemplify proper self-control at all times, accepting adverse decisions without public display of emotion or dissatisfaction with the officials or judges.
10. Encourage all to judge the true success of the athletic and activities programs based on the attitude of the participants and spectators, rather than based on a win or loss

ATHLETIC PHILOSOPHY BY LEVEL OF PARTICIPATION

Timnath High School notes that participation is a privilege and not a right. Playing time and selection to a team must be earned.

High School

Varsity level: Varsity level programs are the most competitive of the athletic programs. This level includes the most skilled, well-prepared student-athletes. Varsity-level coaches are charged with fielding the most competitive team possible. Team selection, starting positions and playing time are all at the discretion of the head coach.

Sub-Varsity level: Sub-varsity programs are focused towards developing the skills and abilities necessary for students to transition to the varsity level. Coaches at sub-varsity levels should emphasize development of both the individual and team. Coaches at the sub-varsity level are encouraged to play as many participants as possible. Naturally, the playing time becomes more competitive as student-athletes progress to the junior varsity level compared to c-level or d-level programs. It is worth noting that playing time still is at the discretion of the coach at the sub-varsity levels.

TWO SPORT ATHLETES (SAME SEASON)

Athletes involved in two Timnath sports in the same season must meet with the AD and head coaches of both programs to come up with a concrete plan.

ATHLETIC ELIGIBILITY REQUIREMENTS

Participation in interscholastic activities as a part of a school's educational program is a privilege and not a right. Students wishing to participate are required to meet standards of personal behavior and academic performance which are related to school purposes.

- At Timnath High School- During the period of participation the student must be enrolled in at least 5 classes per semester and must not be failing more than 5 credits (one class). Failing is any grade below a 1.5.
- Academic eligibility shall be determined by a weekly check of the student's grade in progress from the beginning of the grading period for each class.
- At Timnath High School grades will be checked on Wednesdays. Athletes will have until Monday at 12pm to improve a failing grade.

ATHLETIC ELIGIBILITY: ATTENDANCE/DISCIPLINE

- Students must be in attendance **for no less than half the school day to participate in athletic practices, scrimmages, and/or competitions.** The building principal and/or athletic director have the authority to waive said requirement at their discretion.
- The Administration, Dean of Students, or Athletic Director has the discretion to withhold a student athlete's practice time or competition due to behaviors that violate the student handbook or code of conduct. If a student is assigned an ISS, that student will not be able to participate in practice or competition for the duration of the ISS. If a student is suspended out of school (OSS), then that student athlete will not be able to return to their sport until a meeting with the Athletic Director has happened.

SPORTSMANSHIP

- Respect for yourself, your coach, your team, the officials and the opponent.
- Positive behavior when you win and positive behavior when you lose.
- Appreciation of talented athletic ability, talented athletes and talented teams

The Player

- Treats coaches and opponents with respect.
- Plays hard but plays within the rules.
- Exercises self-control, setting the example for others to follow.
- Respects officials and accepts their decisions without gesture or argument.
- Wins without boasting, loses without excuses, never quits.
- Always remembers that it is a privilege to represent the school and community.

The Coach

- The coach is the central figure in the sportsmanship pattern of the school and community. The coach is the leader and example.

The Coach:

- Treats own players and opponents with respect.
- Inspires in the athletes a love for the game and the desire to compete fairly
- Is a role model for the type of person they want the athletes to be.
- Disciplines those on the team who display unsportsmanlike behavior.
- Respects the judgment and interpretation of the rules by the officials.
- Knows they are a teacher and understands the athletic arena is a classroom.

The Spectator

- Attempts to understand and be informed of the playing rules
- Appreciates a good play no matter who makes it.
- Cooperates with and responds enthusiastically to cheerleaders.
- Shows compassion for an injured player, applauds positive performances, does not heckle, jeer, or distract players, and avoids use of profane and obnoxious language and behavior.
- Respects the judgment and strategy of the coach and does not criticize players or coaches for loss of a game.
- Respects property of others and authority of those who administer the competition. Respects the integrity and judgment of game officials. Understands that they are doing their best to help promote the student-athlete and admire their willingness to participate in full view of the public.

PSD Ejection Policy for Spectators

Any spectator affiliated with PSD schools that is ejected or removed from an athletic venue due to poor sportsmanship will be placed on probation and not allowed to return to further PSD athletic events until the following have occurred: 1) The individual meets with the building administration to discuss future expectations for behavior. 2) The individual completes an approved NFHS Sportsmanship course. The course is free and is available [online](#). A certificate of completion must be presented to the District Athletic Director as proof of meeting this requirement.

Repeated minor offenses or egregious acts of unsportsmanlike conduct including contact with an official, coach, staff member, athlete, opposing team members, throwing items onto court or floor, etc. will be grounds for law enforcement involvement and may be grounds for spectators to be permanently banned from all future PSD contests.

CHSAA sanctions for misconduct and unsportsmanlike actions

All sanctions or penalties related to unsportsmanlike conduct received by student-athletes, spectators or coaches (i.e. technical foul(s), yellow card(s), red card(s), ejection(s), etc.) must be reported to the building athletic director immediately. PSD will enforce all CHSAA sanctions for misconduct and unsportsmanlike actions. PSD also reserves the right to impose further or more severe penalties for egregious or repetitive violations of sportsmanship expectations.

STUDENT-ATHLETE CITIZENSHIP EXPECTATIONS

PSD & Timnath High School has high expectations for the students that participate in extracurricular activities and interscholastic programs. As such, student-athletes are expected to demonstrate good

citizenship in school, during activities and in the community. The core expectations of behavior regarding the use of alcohol and drugs are outlined in the sections that follow. District Policy JJ specifically is written for students in grades 9 through 12. .

Students and parents must be fully aware that this handbook cannot possibly list every possible conduct violation that might result in a student-athlete facing disciplinary action by a coach or the athletic director of a given school. Incidents involving legal issues, conduct that reflects poorly on the program and/or school, acts of hazing, and dishonesty with school officials are all examples that may result in a student-athlete being suspended or removed from the team. Two of the most important goals of our extracurricular activity and interscholastic programs (grades 6 through 12) are to teach student-athletes life skills and respect for others. Participation in extracurricular activities and interscholastic programs is truly a privilege and must be viewed as such. Making good decisions and honoring your commitment that you have made to the program(s) that you represent are essential to maintaining eligibility to represent your school and program.

Behavior Unbecoming a Student-Athlete

Participation in the athletic program is a privilege, and student-athletes are expected to behave in a manner that will reflect positively on their teams and on their school. As representatives of the athletic program and the school district, it is the responsibility of the student-athletes to make positive decisions at school and in the community. Behaviors that violate these expectations and reflect poorly on the student-athlete, athletic program, and school will be met with proportional consequences. Such behaviors will be identified at the discretion of the athletic director and principal, and may include, but are not limited to, pictures of using and/or possession of alcohol, tobacco products, drugs, illegal performance-enhancing substances, vapes, or electronic cigarettes, as well as bullying, harassment, hazing, vandalism, theft, assault, and any illegal acts resulting in police involvement.

These rules shall apply to all students who participate in any Timnath High School and Poudre School District interscholastic athletic program. In addition to these rules, students participating in interscholastic athletics are subject to and required to comply with all policies and regulations in the Poudre School District Code of Conduct. Student-athletes shall not be eligible to participate in athletic practices or competitions during any period of suspension or expulsion under the Code of Conduct.

Student-athletes are also subject to and required to comply with the Bylaws adopted by the Colorado High School Activities Association, with all team/program rules, and are required to exercise good sportsmanship at all practices and competitions. A student-athlete who fails to comply with these

requirements as determined by a coach, PSD administrator or competition official shall be subject to suspension from practices/competitions and or removal from the team.

The examples below are **not exhaustive**, and the athletic director and principal retain discretion to determine what behavior is considered unbecoming, especially if it reflects poorly on the team or school, violates community expectations, or endangers the safety or reputation of others.

Social Media Misconduct

- Posting photos or videos of themselves or teammates **using alcohol, drugs, vapes, or tobacco**, regardless of whether the substances were actually consumed.
- Sharing posts that include **hate speech, bullying, threats, or sexually explicit content**.
- Engaging in **cyberbullying** or public arguments with peers, teammates, opponents, or coaches.
- Making **disparaging or inappropriate comments** about school staff, teammates, opponents, or the athletic program.

Law Enforcement Involvement

- Being **cited or arrested** for theft, vandalism, drug possession, assault, trespassing, or curfew violations.
- Being present during an illegal activity (e.g., a party where drugs or alcohol are being used) and **failing to leave or report** the incident.
- Participating in any **criminal mischief** involving school property or other individuals.
- Engaging in any behavior resulting in a **police report**, even if charges aren't filed.

Substance-Related Incidents

- Attending a party where **alcohol or drugs are present**, even if the student-athlete did not consume.
 - Being photographed or filmed holding a **red solo cup**, vape, or alcohol container—perception matters.
 - **Using or possessing** drugs, vapes, tobacco, or alcohol on or off campus.
 - Admitting to or being reported by peers for substance use in or outside of the athletic season.
-

School Discipline: ISS/OSS or Other

- Receiving **In-School Suspension (ISS)** or **Out-of-School Suspension (OSS)** for any reason that violates the Poudre School District Code of Conduct.
-

Other Examples

- **Violating team curfews** or codes of conduct during travel or overnight events.
- Demonstrating **poor sportsmanship**, including taunting opponents, arguing with officials, or inappropriate gestures during games.
- **Failure to attend practice or team events** without a valid excuse or notice.
- **Being disrespectful to coaches or teammates**, creating division or toxic team culture.

INTERSCHOLASTIC ATHLETIC TRAINING AND PERSONAL CONDUCT RULES (DIST. POLICY JJ)

Participation in Timnath High School and Poudre School District interscholastic athletic programs is a privilege, not a right. Student-athletes serve as representatives of their schools and teams and may be viewed as role models by younger students. In addition, student health and fitness must be maintained on a year-round basis to meet the demands of interscholastic athletic competition. For these reasons, student-athletes are required to comply with the standards set by these training and personal conduct rules.

These rules shall apply to all students who participate in any Timnath High School interscholastic athletic program. In addition to these rules, students participating in interscholastic athletics are subject to and required to comply with all policies and regulations in the Poudre School District Code of Conduct and Poudre School District Student Athlete Handbook. Student athletes shall not be eligible to participate in athletic practices or competitions during any period of suspension or expulsion under the Code of Conduct. Student athletes are also subject to and required to comply with the Bylaws adopted by the Colorado High School Activities Association and with their coach's team rules, and are required to exercise good sportsmanship at all practices and competitions. A student athlete who fails to comply with these requirements as determined by a coach, School District administrator or competition official shall be subject to suspension from practices and/or competitions, and for more serious violations shall be subject to removal from the team.

Rules Concerning Controlled Substances, Alcohol and Tobacco

A student-athlete's unlawful or otherwise improper use or possession of controlled substances, alcohol and/or tobacco reflects poorly on the student's school and team and sets a bad example for other students, regardless of when the use or possession occurs. In addition, a student-athlete's use of controlled substances, alcohol and/or tobacco may adversely affect the student athlete's health, fitness and athletic performance and may result in injury or harm, regardless of when the use occurs. Accordingly, students participating in any Poudre School District interscholastic athletic program shall not, regardless of the quantity involved: (1) use or possess any beverage containing alcohol; (2) use or possess tobacco or tobacco products; or (3) use or possess any controlled substance, including steroids, in any manner that is contrary to law or Poudre School District policies and regulations.

The foregoing rules shall be in effect for Poudre School District interscholastic athletes on a year-round basis, including weekends, summers, vacations and holidays, whether the student-athlete is on or off School District property and whether or not the student-athlete is at the time participating in any school-sponsored activity or event.

The consequences for violation of the rules concerning controlled substances, alcohol and tobacco are applicable to all Poudre School District students in interscholastic athletics throughout the time they are enrolled in grades 6 through 8 and 9 through 12. Student-athletes begin their high school athletic careers with a clean slate. Middle school violations/suspensions do not carry over from grades 6-8 to grades 9-12.

At the discretion of administration, for student athletes with a first offense for nicotine/juice or students who display admission of guilt for drugs/alcohol, a deferral of the 1st offense could be administered reduced to 1st offense for restorative education. If all deferral criteria are not met by the deadline set forth by the athletic director, full suspension will be imposed.

Level 1: Student Conduct Involving Drugs and Alcohol

- **Use and/or possession of tobacco, nicotine, or other non-tobacco/non-THC vape liquid**
 - Consequence for First Violation is a Category 1 suspension of interscholastic competitions for which the student-athlete is otherwise eligible and in which the student-athlete is otherwise able to participate, beginning in the season when the first violation occurs (including regular season and postseason/playoff competitions) and continuing into any subsequent season of the same or a different sport if the full suspension cannot be served during the season when the first violation occurs. During all periods of the suspension, a student-athlete must participate in practices and otherwise remain in good standing with each team from which they are suspended in order to be eligible to return after the suspension.
 - Athletic suspensions are effective immediately
 - A scrimmage is not considered an athletic contest. Therefore a student-athlete serving a suspension may participate in a scrimmage unless serving an out-of-school suspension. Scrimmages may not be used as a contest date in order to fulfill the requirements of a suspension.
 - Student-athletes must be present at all team contests while serving a suspension.
 - Student-athletes may not participate in any practice/contest (on/off campus) while serving out-of-school suspension.

- Consequence for Second Violation is a Category 3 suspension. All other requirements of suspension remain consistent with first suspension. (See above)
- Consequence for Third Violation is removal from ALL interscholastic athletics in Poudre School District.

Level 2: Student Conduct Involving Drugs and Alcohol

- Possession, use, under the influence, or purchase of unauthorized drugs or alcohol.
 - Consequence for First Violation is a Category 2 suspension of interscholastic competitions for which the student-athlete is otherwise eligible and in which the student-athlete is otherwise able to participate, beginning in the season when the first violation occurs (including regular season and postseason/playoff competitions) and continuing into any subsequent season of the same or a different sport if the full suspension cannot be served during the season when the first violation occurs. During all periods of the suspension, a student-athlete must participate in practices and otherwise remain in good standing with each team from which they are suspended in order to be eligible to return after the suspension.
 - Athletic suspensions are effective immediately
 - A scrimmage is not considered an athletic contest. Therefore a student-athlete serving a suspension may participate in scrimmages unless serving an out-of-school suspension. Scrimmages may not be used as a contest date in order to fulfill the requirements of a suspension.
 - Student-athletes must be present at all team contests while serving a suspension.
 - Student-athletes may not participate in any practice/contest (on/off campus) while serving out-of-school suspension
 - Student-athlete may reduce length of athletic suspension to a Category 1 suspension if student agrees to the following:
 - Completion of online training assigned by school official
 - Meeting with drug and alcohol counselor/school counselor/dean
 - Meeting with athletic director scheduled and/or completed

The requirements listed above must be completed prior to returning to athletic competition.

- Consequence for Second Violation is a Category 3 suspension. All other requirements of suspension remain consistent with first suspension. (See above)
- Consequence for Third Violation is removal from ALL interscholastic athletics in Poudre School District.

Level 3: Student Conduct Involving Drugs and Alcohol

- **Student Conduct Involving Drugs and Alcohol ; distribution of unauthorized drugs or alcohol.**

- Consequence for First Violation is a Category 2 suspension of interscholastic competitions for which the student-athlete is otherwise eligible and in which the student-athlete is otherwise able to participate, beginning in the season when the first violation occurs (including regular season and postseason/playoff competitions) and continuing into any subsequent season of the same or a different sport if the full suspension cannot be served during the season when the first violation occurs. During all periods of the suspension, a student-athlete must participate in practices and otherwise remain in good standing with each team from which they are suspended in order to be eligible to return after the suspension.
 - Athletic suspensions are effective immediately
 - A scrimmage is not considered an athletic contest. Therefore a student-athletes serving a suspension may participate in scrimmages unless serving an out-of-school suspension. Scrimmages may not be used as a contest date in order to fulfill the requirements of a suspension.
 - Student-athletes must be present at all team contests while serving a suspension.
 - Student-athletes may not participate in any practice/contest (on/off campus) while serving out-of-school suspension
- Opportunity to reduce athletic suspension is not afforded to suspensions in this category.
- Consequence for Second Violation is a Category 3 suspension. All other requirements of suspension remain consistent with first suspension. (See above)
- Consequence for Third Violation is removal from ALL interscholastic athletics in Poudre School District.

Athletic Suspension Table

# of Contests	Category 1	Category 2	Category 3
1	1	1	1
2	1	1	1
3	1	1	1
4	1	1	2
5	1	1	2
6	1	2	3
7	1	2	3
8	1	2	4
9	1	3	4
10	1	3	5
11	2	3	5
12	2	4	6
13	2	4	6
14	2	4	7
15	2	5	7
16	2	5	8
17	3	5	8
18	3	6	9
19	3	6	9
20	3	6	10
21	3	7	10

22	3	7	11
23	4	7	11
24	4	7	12

- Cheer and Dance participate during the Fall and Winter (2) seasons according to the CHSAA calendar. Athletic suspensions will be calculated using scheduled events during the season the infraction occurs.
- Sideline and Competition cheer are two separate disciplines. A student-athlete competing in both disciplines will serve proportional suspensions in each discipline.
- National competitions are subject to athletic suspensions if the student-athlete is representing the school/district.

SOCIAL MEDIA POLICY

Social Media refers to internet-based applications designed to create and share user generated content. Any form of digital magazines, internet forums, web-blogs, podcasts, photographs, video, rating and social bookmarking found on websites or applications such as Twitter, Facebook, Instagram, SnapChat, TikTok or Tumblr that is open to public viewing is considered to be social media. This is a rapidly changing network and many more not mentioned will arise, which are also included in this policy. Violations of this policy are subject to investigation and sanctions outlined in the Poudre School District Code of Conduct (page 33) are also subject to review by state and federal law enforcement. These fall under the Poudre School District Code of Conduct. Any and all disciplinary measures may apply depending on the severity of the infraction.

Timnath High School and Poudre School District student-athletes are expected to conduct themselves in a respectable manner as a member of their teams and our Athletic Program. As a student-athlete

you are responsible for your social media use. Any malicious use of social media platforms shall not be tolerated and may impact participation in athletics.

Malicious use may include, but be limited to:

- 1.) Derogatory language or remarks regarding fellow athletes, students, coaches, administrators, faculty, and staff of Poudre School District or other high schools.
- 2.) Demeaning statements or threats that endanger the safety of another person.
- 3.) Incriminating photos or statements regarding illegal criminal behavior, underage drinking, use of illegal drugs, sexual harassment, or violence.

As a student-athlete I have reviewed and carefully read, with my parent(s) legal guardian, the Social Media Policy and agree to abide by ALL provisions contained within. Furthermore, I understand that violation of said rules may result in loss of athletic privileges and/or suspension from participation.

EXPECTATIONS FOR COMMUNICATION

If participants are to experience the full potential of benefits possible through participation in education-based athletics, everyone involved must be on the same page. It is important that everyone involved in these programs takes the time to read this handbook, and further makes the commitment to embrace the outlined expectations, philosophy, values, expected outcomes, and other areas of general operation of the programs.

For parents, one of the hardest things is to let go of your child to allow them to have the 'experience'. However, it is best. There will be disappointments, and sometimes true heartache. Try to resist intervening at each of these moments. We have all been there, and believe it or not, your child needs to self-advocate and learn to communicate with their coach(es) on their own. One of the most important end products that a participant can graduate with is perseverance. When your child faces adversity later in life, it is important that he/she has developed the skills and wherewithal to navigate the circumstances.

In your opinion, when the issue has not been addressed or you believe you must intervene, we ask you to honor the communication process. Please observe the following parameters when you express your desire to meet with a coach or the coaching staff:

1. Wait 24 hours before proceeding. Many times, this 'cooling off' period gives you time to reflect and often takes the emotion out of the response. This is good in many ways. Maybe the issue

is not as pressing at your thought when you were 'in the moment'. Perhaps your son or daughter solved the issue on their own. Finally, if you do proceed to meet with the coach or coaching staff it is much more likely to be a productive meeting. In the end, we all want what is best for your child.

2. NEVER confront a coach immediately following a competition or practice. This is embarrassing for your child, and almost never is a positive experience for anyone involved.
3. Review the section in this handbook regarding our mission, the role of education-based athletics, our values and what topics are appropriate to discuss. It is vital that we are aiming for the same target.
4. Call or email your child's coach during office hours to request a time to meet.
5. In almost every scenario it is best to bring your child with you to the meeting. One of the most frustrating starts to a meeting comes when a parent opens the meeting by stating, 'please do not tell my child that I am meeting with you, as they have told me that they do not want me to be involved.' Again, it is their experience. Maybe all that is needed is the parent(s) being there to support their child in communicating what the issue is and assist everyone in working towards a solution.
6. Never rely totally on what you have heard or have been told. There may be more to the story, or your child may have taken what was said the wrong way.
7. Stick to subjects that are appropriate to discuss. These subjects include: A). Areas to improve to increase playing time, move to a higher level, etc. B). Discussion of actual or perceived mistreatment. C). Clarification of role.
8. Avoid subjects that are not appropriate to discuss. These subjects include: A). Playing time/squad selection – these are determined at the coach's discretion. B). Other students – if another student or students are discussed, it is only appropriate that their parents are involved. C. Hearsay or rumors.
9. Follow the communication process beginning with the lowest level. Most issues are solved by simply having your child meet with the coach. The only exception to following the prescribed communication process is to report unlawful activity or physical abuse. In these circumstances, the parent(s) should immediately contact an administrator. Below are some scenarios that will help guide you through this process.
10. If an issue cannot be resolved informally, put all concerns or allegations in writing and include as much detail as possible prior to contacting the appropriate party.

RESOLVING CONFLICTS OR ISSUES:

Initial Communication

- A student-athlete, parent, guardian, coach, or a member of the public with a concern or complaint should first try to resolve the matter directly and informally with the individual(s) concerned. This may be done either verbally or in writing to the individual(s) involved.

Review

- If the matter cannot be resolved informally at the initial level, the complainant should submit a written statement describing his/her concerns in a clear, specific,

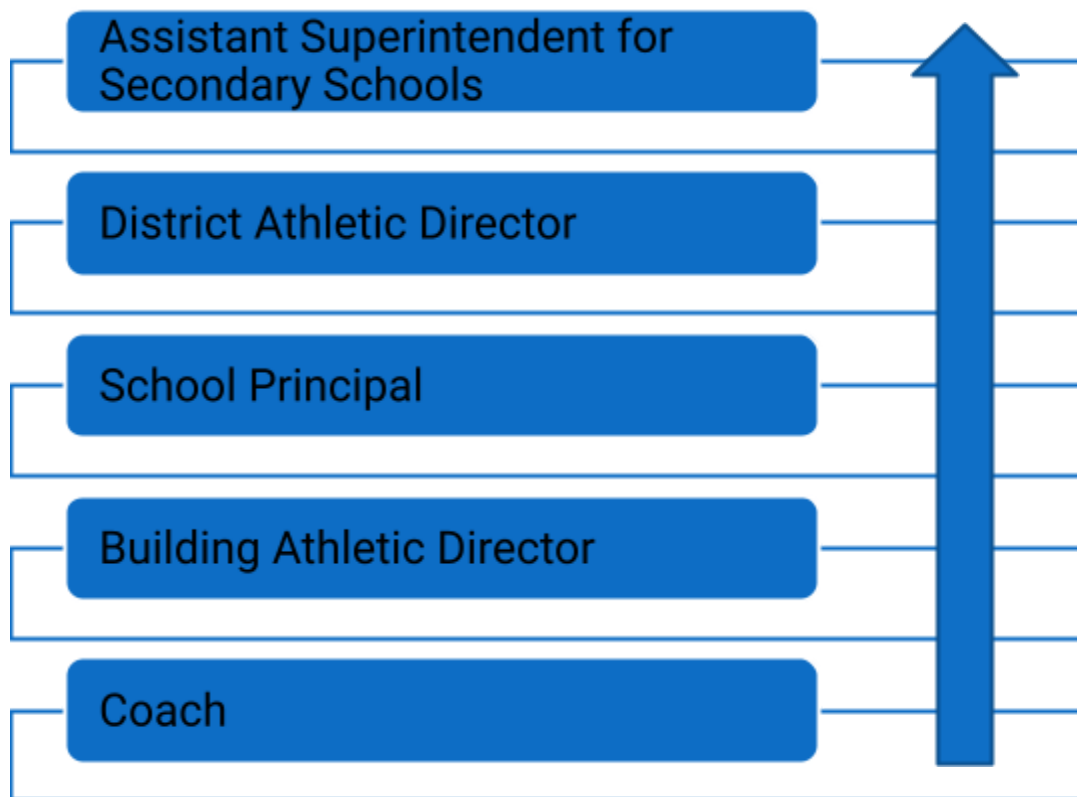
and detailed manner to the building athletic director. The building athletic director shall review the steps taken to resolve the complaint informally up to that point, investigate the facts (including obtaining relevant information through interviews of persons having knowledge of the matter), and either facilitate a mutually acceptable resolution of the problem (including obtaining relevant information through interviews of persons having knowledge of the matter), and either facilitate a mutually acceptable resolution of the problem when possible (including, where appropriate, arranging a face-to-face meeting of the parties) or otherwise render a decision on the matter. Any resolution or decision shall be arrived at as soon as the circumstances reasonably permit and shall be communicated in writing to all parties to the dispute (with a copy submitted to the building principal).

- If the building athletic director has not resolved or decided the matter to the satisfaction of one or more parties to the dispute, each dissatisfied party shall submit a written statement to the building principal stating the basis of their dissatisfaction. The building principal shall review all of the building athletic director's documentation, conduct any additional investigation he or she deems necessary, and either facilitate a mutually acceptable resolution of the problem or otherwise render a decision on the matter. Any resolution or decision shall be arrived at as soon as the circumstances reasonably permit and shall be communicated in writing to all parties to the dispute.

Appeal

- If the complainant feels the issue has still not been resolved, he/she may submit a written appeal in a timely manner to the District Athletic Director.
- If the complainant feels the issue has still not been resolved, he/she may submit a written appeal in a timely manner to the Assistant Superintendent of Secondary Schools.

TIMNATH HIGH SCHOOL FORMAL COMMUNICATION PROCESS



ANTI-HAZING POLICY

1. Hazing by Timnath High School student athletes is strictly prohibited.
2. Hazing occurs when an act is committed against a student or a student is coerced into committing an act that creates a substantial risk of harm to the student or to any third party in order for the student to be initiated into affiliated with any school group, club, athletics team, grade level, activity, or organization.
3. Hazing includes but is not limited to:
 - Any activity involving an unreasonable risk of physical harm including paddling, beating, whipping, branding, electric shock, sleep deprivation, exposure to weather, placement of harmful substances on the body and participation in physically dangerous activities.
 - Any activity involving consumption of alcohol, drugs, tobacco products, or any other food, liquid, or other substance that subjects the student to an

unreasonable risk of physical harm.

- Any activity involving actions of a sexual nature or the simulation of actions of a sexual nature.
 - Any activity that subjects a student to an extreme and unreasonable level of embarrassment, shame, or humiliation or which creates a hostile, abusive, and intimidating environment for the student.
 - Any activity involving any violation of federal, state, or local Law or any violation of school district policies and regulations.
4. CHSAA requires that all participants read and sign the CHSAA Anti-Hazing Form prior to participation at the high school level. A copy of this document is available on the PSD website.