

XAVIER HIGH SCHOOL ATHLETIC CODE OF CONDUCT

(May, 2018)

XHS SPORTS DIRECTIVE:

Develop character through sports that embody spirituality, togetherness, achievement, and respect (WE STAR).

Girls' Sports: Basketball, Cheerleading, Cross Country, Dance & Drill, Golf, Hockey, Powerlifting, Soccer, Softball, Tennis, Track & Field, Volleyball.

Boys' Sports: Baseball, Basketball, Cross Country, Football, Golf, Hockey, Powerlifting, Soccer, Tennis, Track & Field, Wrestling

STATEMENT OF PHILOSOPHY

Participation in Xavier High School athletics is an integral part of the Xavier High School experience, which is a privilege and should elicit great pride in both the student and his/her family. Athletic participation provides unique opportunities for students to promote their mental, physical, social, spiritual, and emotional development. Like anything of value, this participation comes with a price tag. That price tag is a commitment by participants to follow established rules. Participants who comply with this code of conduct demonstrate a desire to dedicate themselves to self-improvement as well as to enhance the best interests of fellow teammates, advisors/coaches, and the school. If accepted, this privilege of participation carries certain responsibilities, and this athletic code presents these responsibilities.

GOALS/OBJECTIVES

Athletic activities are an integral part of our educational curriculum because they provide learning experiences difficult to duplicate in other school activities. Xavier High School's athletic program has the following goals for its participants:

1. To develop leadership skills and responsibility
2. To grow in team/group commitment and school loyalty
3. To demonstrate sportsmanship, team spirit, and encouragement of others
4. To treat all persons respectfully
5. To deal positively with setbacks and adversity
6. To understand the necessity of abstaining from the use of alcohol, tobacco, and illegal drugs in order to achieve the positive benefits of participation

RESPONSIBILITIES

It is important to understand that participating in Xavier athletics is a privilege and not a right. You are expected to share in the responsibility for such an opportunity that is provided, and this includes:

Responsibility to You: 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, as well as to utilize your gifts and talents. You must live a healthy lifestyle and respect your physical, mental and emotional health.

Responsibility to Academic Studies: Your academic responsibility is your current full-time job. While team responsibilities are important, they are secondary to academic responsibilities.

Responsibility to School: Another responsibility you assume as a team/group member is to your school. Xavier cannot maintain its distinction as an outstanding school unless you do your best in the activity in which you are engaged and are a good role model. Other students, parents, and faculty are watching you. Make them proud.

Responsibility to Community: The Xavier community makes this athletic experience possible. The spotlight is often on athletes, and we are judged by your conduct and attitude during and outside of the participation. Because of your role, you can contribute to school spirit and community pride.

Responsibility to Others: As a team/group member, you bear a heavy responsibility to the other members of your activity as well as to your family. Act in such a way that you will never have to apologize to them for something you have done.

Responsibility to Younger Students: Younger students are watching you. They know who you are and what you do. Set good examples for them at all times, not just when you are involved in your activity.

ELIGIBILITY

These rules of eligibility are established in part by the Wisconsin Interscholastic Athletic Association (WIAA) and are supplemented with Xavier High School rules.

1. Enrollment at Xavier High School as a full-time student. (Academic and attendance policies will be delineated under separate headings in this code.)
2. Parent attendance at athletic code meeting.
3. Any participant user fees will be included on the financial statement.
4. Participants will be financially responsible for uniforms/equipment issued.
5. The following need to be completed and submitted to the athletic director before a student is allowed to try out or practice:
 - a. A current physical exam or alternate year card to participate in physical co-curricular activities. A physical is required every other year.
 - b. An "Emergency Medical Form" must be completed each year.
 - c. Athlete and parent signed "Risk and Waiver Form" and "Consent to Trainer Form".
 - d. A current ImPACT baseline test for athletes is required every other year.
 - e. Athlete and parent signed "WIAA Eligibility Form" is required every year.
 - f. A signed student and parent "Athletic Code of Conduct Contract".

RULES AND VIOLATIONS

This code of conduct is designed to be a deterrent to your being involved in negative, inappropriate, risky, or dangerous behaviors. It is also designed to ensure that you have the best possibilities to succeed in your activity and to learn the valuable lessons that your athletic activities can teach. We want you to reach your full potential.

Code of Conduct Rules

The following rules will apply to each athletic participant. Each advisor/coach also has the prerogative to establish additional rules specific to his/her particular activity.

Academic: A participant must pass all classes and maintain a minimum of a 2.00 GPA to be eligible for athletics.

- An academic check will be conducted three weeks into each term. At that time, if an athlete is failing a class, he/she will be expected to follow a corrective action plan in order to stay athletically eligible.
- An additional check will be conducted for said student six weeks into that term. If he/she has not made sufficient progress, athletic participation will be limited to practice only, no competition until the end of the term.
- If a student receives a grade of "F" in any class at the end of a term, he/she will be ineligible to compete/perform/practice /participate in athletics for 8 school days. An academically ineligible student may regain eligibility after the 8th school day by meeting the academic standard (passing all classes and averaging a 2.0 or better). More than one "F" would result in 15 school days.
- An "incomplete" will be treated as an "F" until the work is completed and a passing grade is earned.
- An academically ineligible athlete will not be dismissed early from class to attend a competition.

Attendance: We believe that if a student is too ill to attend school, then he/she is too ill to participate in athletics. However, with the attendance policy affecting grades for all students (9 or 10 missed = one half-grade lower and more than 10 = one full-grade lower), we trust that students and parents will make wise choices, knowing that academics is the first responsibility of the student. If a student has an unexcused absence during the school day, he/she may not practice or play that day. Each advisor/coach will have attendance policies for his/her activity. School disciplinary consequences take precedence over participation in athletics. The student is expected to notify the advisor/coach if he/she is unable to attend a practice or competition.

Dress: Every athlete is expected to maintain appropriate standards of dress and grooming while representing the school, group, or team.

Equipment: Athletes are responsible for any uniforms and/or equipment issued to them. A student will not be allowed to participate, practice, or compete in another activity until he/she has returned or paid for all that was issued to him/her in a previous activity.

Honesty Clause: The athlete shall be truthful, forthcoming, and cooperative. If an athlete is questioned by an administrator about a possible violation, it is expected that the athlete will answer truthfully. If an athlete's answers are subsequently found to be untrue, a disciplinary consequence/penalty will be added for lying.

Injury: Every participant is required to report any injury, to self or another, however slight, to the advisor/coach.

Transportation: Participants are expected to use school-provided transportation unless the parent/guardian has completed a travel release form two days prior to the event.

Code of Conduct Violations

Code of conduct violations will apply to each student-athlete on a year-round (12 month) basis in all locations, including non-school activities. The administration reserves the right to impose a penalty as deemed appropriate by the severity of the infractions, which may include suspension from practice and/or competition, or even expulsion from the team.

Behavior and Conduct: Respect, courtesy, manners, honesty, and good sportsmanship are basic to being good Christians and shall form the basis for all behavior. Since athletes represent the school in public, their behavior frequently determines the opinion outsiders have of the school and community. It is expected that the behavior of athletes is exemplary at all times. Below is a list of examples that are considered behavior unbecoming of a Xavier athlete, but it is not an exhausted list:

- Unexcused absences
- Academic dishonesty (cheating)
- Bullying/Cyber bullying/Harassment
- Vandalism/Destruction of Property
- Fighting
- Hazing
- Poor Sportsmanship
- Immoral Conduct

Chemical Health Violation: A chemical health violation includes possession, use, purchase, sale, distribution and/or being under the influence of any drugs and/or drug paraphernalia. (Note: drugs are generally defined as tobacco, alcohol, illegal drugs, performance enhancing drugs, or medications without a prescription or use not in accordance to prescription directions.) This list includes E-cigarettes and any/all vaping materials.

Criminal Behavior: A criminal behavior violation is any which results in a participant's arrest or formal charges being filed in a court of law. If the administration has adequate and competent evidence that the athlete participated in the offense for which he/she is charged, a school penalty may be imposed prior to the completion of the criminal proceeding. If the administration does not have such evidence, the school penalty will be imposed upon conviction.

Cyber Image Policy: Any identifiable image, photo, or video, which implicates an athlete to have been in possession or in the presence of illegal use of alcohol and/or other drugs, or portrays actual use, or inappropriate behavior or crime, shall be confirmation of a violation of this code. Even though there may be no way to establish a time frame or the location of where the image was taken, it shall still be a responsibility that the athlete will assume. It must also be noted that there may be persons who would attempt to implicate an athlete by taking such images and/or place said participant in a situation where a code violation would occur. This is our rationale for demanding that our athletes not place themselves in such environments. The expectation of receiving the report within 30 days of the incident does not apply.

Hosts Lose the Most: There will be a greater consequence for an athlete if it is determined that he/she is involved in the organization, facilitation, promotion, or hosting of a social event/gathering where illegal activities occurred.

Presence Policy: A presence violation occurs when an athlete is present and aware that illegal activity is occurring (but is not a participant) and makes no attempt to immediately remove himself/herself from the situation. Athletes should encourage as many others as possible to leave also.

PENALTIES FOR CODE VIOLATIONS

Athletes found to be in violation of the code are subject to school consequences, possible police consequences, and athletic suspensions. Consequences for violations will be administered whether the violation occurred in season or out of season. In addition, two types of violations occurring at basically the same time will be considered two violations. For example, if an athlete is under the influence and vandalizes property, he/she will receive consequences for two separate violations.

Each case will be assessed individually; however, in the spirit of fairness and consistency, the following steps will typically be the consequences:

Presence violation: A student is present and aware of illegal activity and makes no attempt to immediately leave the situation. **Result:** A one game suspension and a possible awareness class.

Major violation #1: A student chooses to participate in illegal activity. **Result:** A 30% suspension from the maximum scheduled events in the current sport, or the next sport if the athlete is not currently in one. The athlete will be required to complete an awareness class and may be required to complete an AODA assessment.

Self-Report: A student-athlete may self-report to a coach, athletic director, or other administrator within 24 hours of the violation (including summer or scheduled time off). The report of the violation is considered a true self-report when the violation would not have otherwise been eventually reported to the athletic director by law enforcement or a credible adult. The athlete will receive consideration for a possible reduction in the length of the suspension.

Major violation #2: A second violation (even if the first was presence). **Result:** A 60% suspension from the maximum scheduled events in the current sport, or next sport if athlete is not currently in one. The 60% would be in addition to the 30% served after the first major violation. The athlete will be required to complete an AODA assessment.

Major violation #3: A third violation. **Result:** Suspension from all athletics for the rest of career.

Additional Info:

1. A suspension will be consecutive, starting with the next scheduled competition. If the penalty cannot be completed in one regular season, the following will apply:
 - A. The varsity post-tournament series will count as one event, per WIAA rules.
 - B. The athlete will serve any remaining portion in the next season in which he/she participates, based on percentages.
2. If an athlete is suspended before or during a season, and he/she does not successfully complete that sport, the penalty will revert to its original status.
3. During the suspension period, the athlete is required to participate in all team meetings, practices, and scrimmages but may not compete.
4. Athletes under code violation suspension for any portion of a season will not be eligible for any conference, regional, or state recognition for that season. Also, if an athlete finishes a season under suspension, he/she will be given any team awards earned, but will not be recognized at the team's award ceremony.

CODE OF CONDUCT VIOLATION REINSTATEMENT

Reinstatement is a restorative process and not a punitive approach. It holds the athlete accountable for his/her actions, and hopefully helps him/her make better future decisions. All athletes must seek reinstatement to regain eligibility.

1. The athlete must attend all practices/meetings and be present at events while suspended.
2. A written request for reinstatement must be submitted by the student to the Athletic Director. The letter should include the understanding of why he/she was suspended, the plan to remain in good standing, and the benefit for the athlete to return to the activity.
3. The athlete must meet with the coach/advisor.
4. The athlete must make an apology to the team/group, and the student and parent/guardian must re-sign the code of conduct contract.

CODE OF CONDUCT VIOLATIONS APPEAL PROCESS

If an athlete is accused of violating a school rule, the student shall be provided due process (i.e. given an opportunity to explain his/her side of the story). If a violation of the expectations set forth in this Athletic Code of Conduct is found to have occurred, the student and his/her parents or guardian will be contacted by an administrator, usually the Dean of Students, and informed of the nature of the violation and the consequences. If the consequences are judged to be unfair by the student and/or his/her parents, the decision may be appealed to an impartial panel, henceforth referred to as the Student Code Appeals Council. This council will review if the school rules were followed and not whether the consequences are too severe. One of the goals of school discipline is to be consistent and this council would not know what consequences were given for similar violations in the past.

The following appeal process will be used:

1. The student/parent may appeal the consequences to the Student Code Appeals Council through the Dean of Students. If the student is involved in athletics or co-curricular activities and an appeal is requested, every effort will be made to convene the Student Code Appeals Council before the next event (i.e. game, competition, and/or performance) and certainly with 48 hours. According to WIAA rules, the student is ineligible during the appeals process.
2. The student has the right to present his/her case with his/her parents and up to two witnesses to speak to the facts of the case.
3. The Student Code Appeals Council shall:
 - a. Consist of five members making up a panel to recommend what action should be taken in regard to the appeal. The five members shall consist of two faculty/staff members elected by the faculty and staff; two faculty/staff members chosen by the student making the appeal; and one member of the Board of Trustees.
 - b. Request the presence of the Dean of Students/Associate Principal at any meeting of the Student Code Appeal Council. Attendance is optional. This administrator would not be eligible to vote.
 - c. Invite any coach and/or moderator of any athletic/co-curricular activity in which the student is involved. Attendance is optional.
 - d. Listen to the student and his/her witnesses.
 - e. Ask questions of the student and his/her witnesses.
 - f. Adjourn to discuss the case in closed session (voting members only) and arrive at a recommendation.
 - g. Inform the principal of its recommendation. The Dean of Students is informed by the Principal whether the recommendation is accepted or not. The Dean of Students informs the student and his/her parent(s) of the final decision.