

**413-A HARASSMENT AND VIOLENCE ASSOCIATED WITH EXTRACURRICULAR COACHING AND PARTICIPATION**

**I. PURPOSE**

The purpose of this policy is to maintain a coaching and participation environment that is free from harassment and violence. The school district prohibits any form of extracurricular harassment and violence.

**II. GENERAL STATEMENT OF POLICY**

- A. It is the policy of the school district to maintain an extracurricular learning, coaching and participation environment that is free from harassment and violence.
- B. All harassing communication or violence directed towards coaches or participants by adults, students or school staff is a violation of this policy.
- C. Coaching and extracurricular concerns will not be subject to school board review unless there is a violation of civil or human rights. Extracurricular concerns will be resolved at the lowest level but may be brought to the extracurricular committee for final resolution.
- D. There will be no concerns raised by spectators to coaches about an athletic contest until 24 hours after the event has concluded.

Consequences for violation of this policy are:

First, a verbal reminder of the 24 hour rule and what procedures are to be followed.

Second, a verbal warning that the person is in violation of board policy followed by a letter from the board stating that another violation that sports season will result in the person being banned from the sporting events for the rest of the school year.

Third, another violation in the same season will result in the person being banned from all sporting events for the rest of the school year. Law enforcement will be informed of the ban.

- E. The school board supports the following procedure:
  - 1. The parent contacts the coach, once the 24 hour rule has expired, to request a meeting.
  - 2. Recommend that the athlete discuss the concern with the coach.
  - 3. Recommend that the parents discuss the issue with their son/daughter before the meeting.
  - 4. Parent/s meet with coach. Coach can have assistant coaches join the meeting. Either coach and parents can request the AD join the meeting.
  - 5. If issue is not resolved at #4, then parent/s and coach/es meet with committee made up of AD, high school principal, superintendent, and two board members of the Joint Powers Committee. A final resolution will be made at this meeting.

**ADDED POINTS:**

- 1. Coaches and administration must all follow agreed upon procedures and rules consistently.
- 2. Athletes' and parents' roles must be clearly communicated in writing at preseason meetings.
- 3. Who plays or starts on a team and amount of playing time are at the discretion of the team coach and are not subject to review by participants, parents, or other individuals or groups.
- 4. Coaches following school policies and procedures can expect administrative and board backing.

