



## CODE OF CONDUCT CHECK LIST DEFINITIONS

*This form is designed to be used in conjunction with the Code of Conduct Checklist worksheet. Information is taken from the American Athletic Institute's Improving Student Athlete Codes of Conduct document (lifeofanathlete.us)*

### 10 STANDARDS TO STRENGTHEN CO-CURRICULAR CODES OF CONDUCT

**1) Statement of Purpose:** The code shall be a living document that is proactive and character based rather than reactive and punishment based. We shall simply tell our student athletes what is expected from them behaviorally, if they are to be afforded the privilege of representing this community. Consequences shall be universal and the timing of any incident shall not be any consideration in the logical series of events that are initiated upon any confirmed violation.

4 key areas to include are:

- Define positive expectations – for coaches, parents and athletes. Includes common values that reflect shared goals, a framework of principles agreed upon by stakeholders and need for active support from other stakeholders (school board, school administration, community).
- Define how the school will establish and maintain a healthy environment in which student athletes can mature in while considering the responsibilities of all stakeholders.
- Use the Code as a dynamic document to guide the educational process through the school's athletic program. It defines the mission, philosophy, goals and parameters of the program, and the priority of the activities.
- Clearly articulate consequences for behavioral issues and violations AND provides links to a process for help and change.

**2) Legal Authority Cited:** References the NH State Statute prohibiting underage alcohol use (RSA 179:10 and RSA 179:10-a), underage tobacco use (RSA 126-K:6), use of controlled drugs (RSA318-B:2) and use of marijuana (even therapeutic) on school property.

The United States Supreme Court acknowledges the legal standard for sport and athlete specific athletic codes of conduct.

**3) ID the Source:** Athletes Who Host Lose the Most Initiative. There shall be a greater consequence for any student athlete, if it is determined they were involved in the organization, facilitation, promotion or hosting of any gathering or social event where alcohol or drugs are available or use has occurred. Penalty should be at a minimum tier 2 violation status.

**4) Application of the Code:**

- *In the Presences Of:* If a student-athlete (SA) attends a party/gathering where alcohol or drugs are being illegally dispensed, the SA must leave the party/gathering IMMEDIATELY. Including the following information further strengthens the policy and clearly establishes the expected behavior:
  - ✓ Report attendance to a coach or administrator before the end of the next school day.
  - ✓ Take as many teammates with you as possible.



If we allow our athletes to be present in this illegal environment, we promote and allow the possibility for them to be involved in illegal activities and can assume some will partake in the use of these substances.

- *Scope of the Code:* The Code of Conduct will apply to each student athlete for one calendar year (including summer) from the date of his/her most recent signature and will be in effect at all times, in all locations, including non-school activities. Violation of the Code will result in penalties, which are consistent with those identified within the code as determined by the coach and/or Director of Athletics. Each coach also has the prerogative to establish and implement additional guidelines specific to his/her particular team.
- *Penalties:* Athletes that are penalized due to an infraction of the code will be suspended a certain percentage of the season, using a tiered system. Due to different sports having various length seasons a percentage of the season will be suspended for those students, instead of a certain number of games. Any penalties will carry over into the post-season and next season.
- *Continuing Participation:* Athletes that have violated the code and are serving a penalty should still be participating in all team activities. This would include continuing to practice with the team, attend the games in dress clothes, and all other team activities that are coordinated. Having the athlete who violates the code participate in a positive atmosphere will keep the athlete away from the negative situations that they were involved in previously. It will also keep the athlete in shape, and knowledgeable towards plays so when the athlete has finished their suspension they are not behind the rest of the team.

**5) ATOD Possession on School property:** Students need to respect school property and activities. Schools and all property associated with schools (busses, alternative venues for practices and competitions... etc.) are to be considered "Drug-Free" zones. The following violations should result in a minimum of a tier two violation:

- Students who are in the possession or use of ILLEGAL DRUGS on school property, or in conjunction with a school activity or sponsored event, including transport to or from any event.
- Participate in a contest or practice session while under the influence of an illegal substance.
- Distribute, dispense or sell any such drugs to any other student or student-athlete.

**There should be a strong counseling and restorative justice component available to a student-athlete for any of the violations listed above.**

**6) Cooperation During Investigation:** It is important for all student-athletes to understand that *involvement in athletic programs is a privilege and not a right*. With the responsibility of being an athlete, comes a commitment for the athlete to be truthful and forthcoming with information. An athlete who is under investigation is expected to:

- Be truthful about the violation being investigated
- Be forthcoming with all information
- Not be deceptive or untruthful



- Be cooperative

If the student-athlete under investigation does not comply with these expectations, the Athletic Director has within his/her authority to impose a greater level of consequence if it is determined that the athlete has lied, been deceptive or untruthful prior to, or after the determination of guilt and/or consequences. It is the expectation of the Athletic Director that they only ask the student about the student's own involvement, not other student's involvements. Failure to comply with the above conditions may result in an increased tiered violation status. *This can also be cited as a "Honesty Clause".*

- 7) Mandatory Seasonal Meetings:** Pre-season meetings for the athlete and at least one parent/guardian are mandatory annually in the beginning of the student-athlete's season in order for the student-athlete to participate in the athletics program. If a parent/guardian is unable to attend, have an alternative way for the parent/guardian to get the messaging (ex. Video tape the meeting, meeting with Athletic Director, etc.). It is our recommendation that the Fall meeting be larger with the Winter and Spring meetings smaller and offered as make-ups so 2 or 3 sport athlete parent's don't need to attend more than one meeting. The meetings will impress upon all stakeholders, that by signing the code an individual indicates they have **KNOWLEDGE, UNDERSTANDING, AND AGREEMENT** to all the standards set forth for the privilege of being involved in the athletic program. Create this climate by having all stakeholders sign the Code of Conduct together
- Coaches and athletes discuss their expectations for the team, define "success" and set goals for individuals and teams for the season ahead and communicate them to the parents.
- 8) Help for those who violate the Codes:** Develop a process for the student-athlete to return to athletic privileges.
- **Include Educational Component for Chemical Health Violations**  
As part of their consequence for chemical health violations, the student athlete and parent/guardian shall be required to complete an educational program as part of the process to resume participation in athletic programs.
  - **Student Athlete Assistance Process**  
Instead of just issuing a punishment for bad behavior, the Code should establish a process to help the student-athlete learn from their mistake and take corrective action. The Student Athlete Assistance Process is educationally based and is patterned after the restorative justice model to include provisions for the following:
    - a. **Education:** The parent and student-athlete must see a qualified drug and alcohol counselor to discuss the magnitude and status of the chemical health of the individual. It is our recommendation that they (parent and student-athlete) must also see the School Resource Officer to discuss the legal ramifications of the behavior of concern and to discuss the law and youth risk behaviors such as drinking and driving.
    - b. **Corrective:** The student-athlete and parent must commit to an understanding that corrective measures are necessary in order to resume the athletic career or to practice and compete again. Includes a signed document that clearly states:
      - i. Acknowledgment that a violation has occurred;
      - ii. They (Parent & Student-Athlete) are willing to make changes in order to resume/continue athletic participation;



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- iii. Will recommit to adhering to the code of standards;
  - iv. Understanding the next level of consequence that will result should another violation occur.
- c. **Restorative:** The student-athlete must address the teammates and coaches to admit their violation, show remorse, ask to come back to the team and recommit to provisions of the code with teammates and coaches present.

**9) Team Leaders:** Student-athlete leaders will be held to the highest standard of behavior as they have chosen to be an example to their peers. Any student athlete in a leadership role will face a greater consequence (level 2 or 3 punishment) for any serious code violations. Include in the code the Student Athlete Leadership Job Description (below)

**10) Cyber Image Policy:** Any identifiable image, photo or video which implicates a student-athlete to have been in possession or presence of drugs or portrays actual use, or out of character behavior or crime, shall be confirmation of a violation of the code. Since there is no way to establish a timeframe for when or location of where the image was taken, it shall be a responsibility that the student-athlete must assume. It must also be noted that there may be person, who would attempt to implicate an athlete by taking images to place them in situations where they might be in violation of this code standards. This is our rational for demanding that our athletes not place themselves in such environments.

### **Knowledge, Understanding and Agreement**

Finally, it is crucial for parents/guardians to fully understand as to what signing the code means. The following clause will help you in executing the code should a violation occur.

"By signing this document, I \_\_\_\_\_, parent/guardian, indicate that I have knowledge, understanding and agreement to these standards, set forth in order for my son/daughter \_\_\_\_\_ to be afforded the privilege of representing \_\_\_\_\_ High School as a student-athlete. I am also aware that any violation on the part of my child, to any of these standards, shall result in the consequences contained within this policy."