

**NEISD ATHLETIC CODE OF CONDUCT  
COACHES AND ADMINISTRATORS  
2016 – 2017**

The North East ISD offers a comprehensive program of athletics for students in grades 7-12. Student participation in all sports sponsored by the University Interscholastic League is encouraged. This program of athletics forms a portion of the 360 degree education offered by NEISD.

Regulations have been established to promote appropriate behavior of students in athletics. These regulations are outlined in this, the Athletic Code of Conduct, and the North East Athletic Participation Form. There are expectations outlined for the students in athletics that may exceed those of the general student body. Violation of those expectations will result in opportunities for the student to receive corrective actions in order to remain in the athletic program.

The desire of NEISD is to educate and counsel our students on the serious harmful effects of substance abuse as well as other types of misbehavior. It is the intent of the Athletic Code of Conduct to provide a clearly defined course for students to follow and to instill the belief that a one-time infraction need not result in a pattern for life.

Please read the NEISD Athletic Code of Conduct carefully. These guidelines were developed by administrators, the athletic department and the campus coordinators and assistant coordinators. After reading this document it is necessary to sign in all appropriate places and return a signed copy to the head coach of the sport in which you plan to participate. It is suggested that you keep a copy at home for reference.

**STUDENT BEHAVIOR GOALS**

1. All athletes will be intense competitors in the competitive arena. Outside the competitive arena they are to conduct themselves as ladies and gentlemen and should always show respect to their administrators, teachers, coaches and fellow students.
2. Athletes are to display and model the positive behaviors associated with good citizenship both at school and in the community.
3. Athletes are to serve as positive representatives for their teams, schools and the North East ISD during competition, interactions with their rivals and at all other times.
4. Athletes are to strive for academic excellence and to adhere to the School Board approved Discipline Management Plan, Student Code of Conduct and the Athletic Code of Conduct.

**STUDENT ATHLETE GROOMING AND APPEARANCE**

Regulations are established to promote and establish a positive appearance of athletes. It is recognized that some expectations for athletes may exceed the expectations for the general student body. The North East Student Handbook dress code will be enforced. There will be

additional expectations in the area of appearance and grooming. These expectations are clearly outlined in the North East Participation Form. Students in athletics must adhere to the expected appearance and grooming guidelines.

## **ATHLETIC CODE OF CONDUCT – VIOLATIONS AND CONSEQUENCES**

All coaches are responsible for enforcing the provisions of the Athletic Code of Conduct. This includes communicating the guidelines to students and holding a parent/guardian meeting prior to the beginning of the sport season to explain the expectations. There must be a consistent enforcement of these guidelines in each sport, on each campus and across the school district to include all campuses that have University Interscholastic League athletic programs. It will also be understood that any removal of an athlete from the campus to an alternative setting carries a suspension from participation in athletics until the student returns to the campus and has served out the penalty.

### **DRUGS AND ALCOHOL VIOLATIONS (takes the place of any Category violation)**

**In Season:** In season is defined as the period of time on the University Interscholastic League calendar from the beginning of practice for the sport until the conclusion of that team's participation in the playoffs. If there is no defined time for the sport, the in season is from the first day of school until the last day of school for the school district.

If a student is found to use, sell, distribute, transmit, be under the influence of any amount of a controlled substances, dangerous drugs, or alcohol and/or any narcotic drug, hallucinogenic, amphetamine, barbiturate, marijuana, toxicant inhalant, or other intoxicant (as those items are defined by law) on school premises or as a part of a school activity function, or event, regardless of its location, the student shall be removed from the athletic activity for the remainder of that season. If the described violation is in another location or at a nonschool event it will be investigated as prescribed by school district procedure and the same consequences shall be administered if a preponderance of evidence indicates the student is guilty. It is understood that the minimum period for this violation will be six weeks if such violation occurs late in the season with less than six weeks remaining. The period of suspension may be extended beyond six weeks or the end of the season by the athletic coordinator with the approval of the principal.

**Out of Season:** Out of season is that period of time during the school year which is before the UIL prescribed season or after that same season. It is a time in which the athlete is not participating in a sport. If a student is found guilty of any of the described violations in the \*above section entitled In Season and the violation is outside of a sport season and he/she is not participating in a sport, the student will be assessed the following penalty:

- First violation - conference with the student and parent, a contract developed for the student to sign, and other practice related conditioning as determined by the athletic coordinator and head coach of the sport.
- Second violation - same as the first with the suspension penalty increased to eighteen weeks.

- Third violation - removal from the entire athletic program for one calendar year or the remainder of the athlete's career.

### **CATEGORY ONE VIOLATIONS (Student Code of Conduct)**

A student shall be expelled and referred to the Juvenile Justice Academy (JJA) for any Category One offenses if committed on school property or while attending a school sponsored or school related activity on or off of school property. For athletic purposes the consequences shall apply on or off campus.

- First offense - removal from the athletic program for eighteen weeks to one year or for the remainder of the expulsion or for the remainder of the student's career. The conference and contract must apply.
- Second offense - removal from the athletic program for the remainder of the student's career. The conference shall apply.

### **CATEGORY TWO OR THREE VIOLATIONS (Student Code of Conduct)**

A student may be expelled for violations in Category Two and/or will be removed from class and placed in an alternative education program for violations in Category Three which occurred on campus or at a school function. For athletic participation purposes the consequences shall be the same in either category and apply on or off campus.

- First offense - nine weeks or the length of the expulsion/alternative school assignment if it applies. A conference and contract shall apply with practice related conditioning as determined by the athletic coordinator and head coach of the sport.
- Second offense - same as the first with an eighteen week suspension becoming applicable.
- Third offense - removal from the athletic program for one year or for the remainder of the student's career.

### **CATEGORY FOUR VIOLATIONS (Student Code of Conduct)**

A student may be placed in an alternative education program if the student engages in any of the offenses in Category Four while on school property, at any school facility, at any school sponsored or school related activity, or on a school bus. Category Four offenses by nature can range from minor to severe in each of the listed items. It is the intent of the Athletic Code of Conduct that the campus administrative and coaching staffs use their best judgment to determine the level of the consequences based on the severity of the violation. Consistency is emphasized as a priority at the campus across all sports and also across the school district in assessing consequences for violations. It is not the intent of the Athletic Code of Conduct to remove students from the program for violations in this category unless persistent misbehavior continues. Therefore, there are options for consequences that can be enforced by the head coach, athletic coordinator, and/or the principal. Options range from a warning, to a conference, to ISS Level

One or Two, to suspensions, from participation in athletics, for up to one year. Violations that relate to assault, burglary, bullying, drug paraphernalia, blackmail, fighting, forgery, hazing, possession of weapons, sexual harassment, threats, tobacco, and vandalism should be considered as serious by nature of the act. These may very well include consequences that carry a suspension and at the very least the conference procedure will be triggered. Any Category Four violation may include consequences of conditioning drills for the athlete as determined by the head coach and the athletic coordinator.

- First offense - determine the severity; recommend conference and documentation for possible persistent misbehavior issues. Consequences determined by the head coach with input from the athletic coordinator as needed.
- Second offense - determine the severity; recommend increased consequences and/or suspension.
- Third offense - determine the severity; recommend increased consequences and suspension for three days up to three weeks.

## **RETURN TO THE TEAM DECISIONS AND QUITTING A SPORT**

Students in leadership positions and who participate in athletics in NEISD are subject at all times to School District Policy and University Interscholastic League rules regarding that participation. The student's privilege of participation in these activities may be revoked, suspended or otherwise adversely affected at any time when:

- The head coach of the sport, athletic coordinator, or principal determines that the student's conduct has an incidental negative effect on the morale or discipline of other participants in the sport.
- The head coach of the sport, athletic coordinator, or principal determines that the student's participation has a negative impact on the reputation of the student's team, school or school district.
- The head coach of the sport, athletic coordinator, or principal determines that the student's conduct warrants the revocation or suspension of the student's participation as a disciplinary measure.

Anytime an athlete quits a sport during the season of that sport the athlete is suspended from going to another sport without the approval of the head coach of the sport he/she quit and the approval of the athletic coordinator. This period exists until the previous sport team has completed its competition. The athlete should understand that he/she may be adversely impacted in the sport that he/she quit as to any post season awards or lettering in the sport.

It is the intent of these policies that the head coach of the sport provide the direction in recommending a course of action that he/she determines is best for the student, the team and the school or school district with that recommendation going first to the athletic coordinator and then to the principal.

## **TRYOUTS**

An athlete who is under any penalty or suspension for violation of the Athletic Code of Conduct and misses a tryout for a sport will be afforded an opportunity to try out for the team at the conclusion of the penalty or consequences. Such tryout will be under the direction of the head coach of the sport. It shall be the responsibility of the athlete to make the request for the tryout to the head coach of the sport.

## **DEFINITIONS**

1. Suspension - this is removal from competition. Students will continue to practice unless otherwise determined by the head coach of the sport.
2. Removal - this refers to taking an athlete out of the athletic program. If it is impossible to change the athlete's schedule, the athlete will remain in the athletic class under supervision by the coaching staff. Removal is generally intended to be for the length of an expulsion, for one year, or for the remainder of the student's career.
3. Conference - this is to be conducted between the head coach of the sport, the student athlete in question, and the athlete's parents or guardian. It is to be documented and placed in the student's athletic file.
4. Consequences - these may range from a warning, to a conference, to conditioning drills, to ISS Level One or Two, to expulsion, to removal for a period of time or removal for the remainder of the student's career.
5. conditioning drills - a wide range of physical consequences that involve physical conditioning drills that can be connected back to the sport and be beneficial to the athlete in improving his/her physical conditioning
6. Length of penalties - penalties that involve suspensions of days will require that the days run consecutively as calendar days beginning with the first day the violation is reported and continue until school is out on the last day of the penalty.
7. Carry over penalties - penalties that occur late in the school year or at a time such that the days cannot be served prior to the end of school will carry over to the next school year beginning with the first day of UIL practice or the first day of school whichever is appropriate.
8. Cross over violations - this refers to violations that occur in another UIL or school activity besides athletics. Athletic penalties remain in the athletic department but it is understood that the head coach of the sport, the athletic coordinator, and/or the principal may determine that the severity of the violation is such that it may carry over from another activity to athletics. It is not the intent to punish the student beyond a reasonable level but it is the intent to maintain the integrity of the athletic program throughout this process.
9. Transfers with penalties - students moving from one NEISD high school to another will carry with them a penalty involving a suspension from athletics. Removal penalties for the student's career will be evaluated by the two principals involved and they will make a final decision as to the future involvement of the student.

## **ISS LEVEL ONE**

Students may practice and participate in competition during the ISS Level One assignment.

## **ISS LEVEL TWO**

Students may practice but not participate in competition until school is out on the last day of the ISS Level Two assignment.

- ❖ Middle school students assigned to ISS will not be allowed to practice or compete in a contest until they have completed their ISS assignment. On the day ISS is completed, they will then be permitted to practice and/or compete in a contest.

## **INVESTIGATIONS**

North East ISD intends to provide a fair and equitable procedure for investigations of alleged misconduct by students who participate in extracurricular activities. These procedures will be universally applied throughout all North East ISD campuses and programs, and will be enforced regardless of whether the alleged misconduct occurs on or off school district property or school-sponsored event.

For purposes of these procedures, "misconduct" is defined as actions or omissions by a student that constitute a violation of the North East ISD Student Code of Conduct, the Extracurricular Code of Conduct, and/or the constitution, code of conduct, or other applicable rules set forth by the particular extracurricular activity in which the student participates.

## **NATURE OF COMPLAINT OR ALLEGATION**

**Anonymous complaints or allegations** concerning a student received by a coach or sponsor that raise potential misconduct as defined above will be considered only to the extent that there is a sufficient factual basis set forth therein to substantiate the complaints or allegations. In the event the anonymous complaint or allegation meets this standard, it will be investigated in accordance with the procedures set forth below.

**Oral and/or written complaints or allegations** concerning a student received by a coach or sponsor that raise potential misconduct as defined above will be considered and investigated in accordance with the procedures set forth below.

All complaints or allegations of potential misconduct by a student participating in an extracurricular activity received by a coach or sponsor will be documented using a District-standardized form, with a copy of the form to be sent to the campus principal, his/her designee and, when necessary, the appropriate central office administrator.

- ❖ Vote of middle school principals in 2011

## INVESTIGATION PROCEDURE

In all cases of reports of misconduct that may result in disciplinary action for the student, the investigation shall be conducted by any one of the following: the coach, director, campus, central office administrator, and/or any combination thereof. The investigation should be conducted as soon as possible after receipt of the complaint or allegations, but in no case shall the investigation commence any later than five (5) school business days from receipt.

The fact-finding procedures may include, but are not limited to, the following:

1. Upon receipt and documentation of the complaint or allegations, the investigator(s) shall conduct all necessary interviews with the complainant along with any other fact witnesses for the purpose of gathering the facts needed to determine whether the accused student committed the purported misconduct. Whenever possible, the investigator(s) should obtain written statements from such witnesses.
2. The investigator(s) must also gather and review any other relevant documentation and physical evidence, if any, related to the investigation and retain a copy for the investigative file.
3. Upon completion of all necessary interviews and witness statements, and gathering of other documentation, the investigator(s) shall meet with the accused student to afford that student the ability to address each and every complaint or allegation investigated. The accused student should also be given the right to prepare and submit a written statement.
4. Once the accused student has responded, the investigator(s) must then determine whether the preponderance of the evidence gathered during the investigation demonstrates that misconduct occurred. Preponderance of the evidence means that it is more likely than not that the misconduct occurred. Prior to making a final determination, the investigator(s) shall consult with an appropriate supervisor in their chain of command to review their evidence and findings.
5. If the accused student denies engaging in the misconduct alleged, or any other misconduct, and the investigator(s) concludes that a preponderance of the other available evidence does not support that any misconduct occurred, then the accused student shall be informed in writing that the investigation is closed with no further consequence to be imposed.
6. If the investigator(s) concludes that a preponderance of the evidence supports that the accused student engaged in misconduct, then the student shall be informed of the conclusions in writing and appropriate disciplinary action shall be imposed.
7. The District is not bound by any concurrent law enforcement investigation that may be conducted into the complaints or allegations of misconduct by any outside agency nor is the District bound by the outcome of any law enforcement proceeding against an accused student. Such proceedings are separate and apart from the District's investigation and are not governed by the same evidentiary standards. The District reserves the right to take necessary disciplinary action against a student despite any other agency's findings.
8. The investigator(s) shall provide a copy of their findings and disciplinary action imposed on an accused student, if any, to all appropriate supervisors in their chain of command.

**NOTICE OF A CONFERENCE – INCLUDES A CONTRACT AND SIGNATURES**

**APPEALS**

All appeals by an athlete of consequences or decisions described in the Athlete Code of Conduct will follow normal NEISD guidelines as described in School Board Policy FNG (LOCAL).

*Adopted September 5, 2008*

**\* *above section entitled In Season and the violation is* – these words were added on March 19, 2013 by Jerry Comalander for the purpose of clarifying the statement on page 2 under the title Out of Season.**



**Notice of Conference**

Being a part of a North East ISD extracurricular activity is considered an honor and a privilege and not a right. Students are required to abide by the NEISD Athletic Code of Conduct whether or not the student is at school or a school related activity.

North East ISD students involved in extracurricular activities are expected to comply with the disciplinary consequences for any failure to comply with the NEISD Athletic Code of Conduct. The consequences for violation of the standards of conduct set out in the NEISD Athletic Code of Conduct are in addition to any disciplinary consequences imposed by the appropriate school officials for behavior that violates the District's disciplinary rule set forth in the Student Code of Conduct.

This notice confirms that a conference has been held between the student, his/her parent/guardian(s), his/her coach, and a campus administrator.

The following are the consequences to be followed for violation of the Extracurricular Activities Code of Conduct:

The following consequences will result should a future violation of the Extracurricular Activities Code of Conduct occur:

This document must be signed by the student and his/her parent/guardian before the student is reinstated to participate in any extracurricular activity.

\_\_\_\_\_

Student

\_\_\_\_\_

Parent/Guardian

\_\_\_\_\_

Date

\_\_\_\_\_

Date

\_\_\_\_\_

Administrator

\_\_\_\_\_

School

\_\_\_\_\_

Date