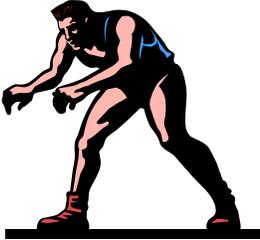


John Stark Regional High School



Athlete/Parent Handbook *2020-2021*

Table of Contents:

John Stark Regional High School Athletics Philosophy.....	1
Stakeholders Expectations.....	1
Eligibility Requirements.....	3
Scholastic Eligibility.....	4
Scholastic Eligibility Waiver.....	4
Academic Probation.....	5
Attendance Requirements.....	5
School Behavior Rules for all Athletes.....	5
Transportation Policy.....	5
NHIAA Policy and Procedures.....	5
Age of Athletes.....	5
Media Relations.....	6
Transfer Rule.....	6
Non-School Competition.....	6
Team Try-outs, Selection, and Guidelines.....	6
Team Selection.....	6
Team Guidelines Freshman/Reserve Teams.....	7
Team Guidelines Junior Varsity.....	7
Team Guidelines Varsity.....	8
Varsity Letters.....	8
Student-Athlete Practice and Contest Regulations.....	8
Attendance.....	8
Return from injury/illness.....	9
Two-Sport Athletes.....	9
School cancellation.....	9
Dropping a Sport.....	9
Uniform Return.....	9
John Stark Due Process.....	10
John Stark Athletic Code of Conduct.....	10
Sportsmanship.....	10
Vandalism or Theft.....	10
Hazing.....	10
Drug & Alcohol Violation.....	11
Captains.....	11
Suspension from school.....	11
Student-Athlete Medical and Health Concerns.....	13
Injuries.....	13
Return to Participation.....	13
Risk Factors in Sports.....	13
Concussions.....	13
NHIAA Parent/Coach Communication Guide.....	16

JOHN STARK REGIONAL HIGH SCHOOL ATHLETIC HANDBOOK

This version of the Athletic Handbook was reviewed by a panel of athletes, parents, coaches, and faculty. The panel's recommendations were presented to and approved by the JSRHS School Board in June 2015.

John Stark Regional High School Athletics Philosophy: The athletic program at JSRHS is a vital component of a student's educational experience and the school community's culture. It has been found that students who participate in athletic programs tend to have higher grade-point averages, better attendance records, lower drop-out rates, and fewer discipline problems. Athletic programs provide valuable lessons on teamwork, sportsmanship, winning and losing, and the value of hard work. Student-athletes gain experience with self-discipline, self-confidence, and develop skills to solve complex situations.

We ask our student-athletes to be competitive both on the field and in their classrooms, to value sportsmanship, and to strive to grow in spirit, mind and body. We expect athletics to contribute to the student's experience in school while developing desirable character traits including persistence, determination, dedication, tenacity and the will to win. It is our goal to enhance the student-athlete's well being as an important part of our community.

STAKEHOLDER EXPECTATIONS

We desire a program of excellence and strive to win every contest in which our teams compete. Central to the goals of John Stark Regional High School is the belief that interscholastic athletics can and should enhance the character of our youth. We put forth the following as the positive expectations we hold for the primary stakeholders in our Athletic Program.

Student-Athlete's Code

Even though less than 5% of all high school athletes go on to play team sports at the college level, we understand that high school athletics provide a unique opportunity for the development of not only physical conditioning and athletic skill, but also character traits essential for success in life. To that end, we challenge every student-athlete to strive for the following:

- a. Competence – the necessary level of knowledge and skill to sufficiently train and compete
 - To develop the skills necessary to participate competently in the game.
 - To demonstrate knowledge of the rules and conventions of the game.
 - To demonstrate knowledge of the strategies of the game.
 - To demonstrate a level of physical conditioning and fitness sufficient to participate competently in the game.
 - To demonstrate knowledge of healthy behaviors including nutritional issues.
 - To understand the necessity of abstaining from the use of alcohol, tobacco, and other drugs in order to achieve the positive benefits of interscholastic athletics.
- b. Character - the pattern of beliefs, attitudes and, therefore, behavior that relates to moral strength, constitution and essential qualities that embrace the positive values of John Stark Regional High School and the Community.
 - To be dependable in fulfilling obligations and commitments.
 - To accept responsibility for consequences of actions and not to make excuses or blame others.
 - To strive to excel.
 - To be committed.

- To persevere, give 100% effort and not give up in the face of setbacks.
 - To demonstrate truthfulness.
 - To play by the rules of the game and not cheat.
 - To control anger and frustration and refrain from displays of temper and bad language.
 - To accept losing and winning graciously; to congratulate opponents, not sulk, or display other negative behaviors both in person and in any form of social media.
- c. Civility – to demonstrate behavior that exemplifies appropriate respect and concern for others.
- To practice good manners on and off the field.
 - To refrain from trash talk and other put - downs of opponents and teammates both in person and in any form of social media.
 - To treat all persons respectfully regardless of individual differences.
 - To show respect for legitimate authority (e.g. Coaches, Officials, Captains).
 - To be fair and treat others as one wishes to be treated.
 - To listen to and try to understand others.
 - To be compassionate and sensitive to others.
 - To actively support teammates and others.
- d. Citizenship – social responsibility as part of a ‘community.’
- To be faithful to the ideals of the game including sportsmanship.
 - To keep commitments to team.
 - To show team spirit, encourage others and contribute to good morale.
 - To put the good of the team ahead of personal gain.
 - To work well with teammates to achieve team goals.
 - To accept responsibility.
 - To set a good example for teammates, younger athletes, fans and school community.

Coach’s Code

As professionals, we are educators, leaders, and role models for our student athletes. JSRHS coaches will:

- Exemplify the highest moral character as a role model for young people.
- Recognize the individual worth and reinforce the self-image of each team member.
- Establish a realistic team goal or vision for each season and communicate that to the student-athletes and parents.
- Encourage and assist team members to set personal goals to achieve their highest academic potential.
- Create a set of training rules for student-athletes that reflect the positive values of abstaining from the use of alcohol, tobacco, and other illegal or prohibited drugs in accordance with John Stark school policy.
- Strive to develop the qualities of competence, character, civility and citizenship in each team member.
- Provide a safe, challenging and encouraging environment for practice and competition.
- Gain an awareness of the importance of prevention, care, and treatment of athletic injuries.
- Respect the integrity and judgment of the game officials.
- Teach and abide by the rules of the game in letter and in spirit.
- Build and maintain ethical relationships with coaches and administrators.
- Strive for excellence in coaching skills and techniques through professional improvement.
- Promote personal fitness and good nutrition.
- Be modest in victory and gracious in defeat.

Parent's Code

Parents play a vital role in the development of student-athletes and the success of our programs; therefore, we encourage parents to:

- Be a positive role model through your own actions to make sure your child has the best athletic experience possible.
- Be a "team" fan, not a "my kid" fan.
- Weigh what your children say; make sure to get the coach's point of view.
- Show respect for the opposing players, coaches, spectators and support groups.
- Be respectful of all officials' decisions.
- Don't instruct your children before or after a game, because it may conflict with the coach's plans and strategies.
- Praise student-athletes in their attempt to improve themselves as students, as athletes, and as people.
- Gain an understanding and appreciation for the rules of the contest.
- Recognize and show appreciation for an outstanding play by either team.
- Help your child learn that success is experienced in the development of their skills and that he/she can feel good about themselves, win or lose.
- If you have a concern, speak with your child's coach in an appropriate manner, at an appropriate time and place.
- Be sure to follow the designated chain of command.
- Please reinforce our alcohol, tobacco, and other drug-free policies by refraining from the use of any such substances before and during athletic contests.
- Remember that attendance at a school athletic event confers a privilege, not a right, to observe the contest.

Supporter's Code (other adult stakeholder)

We understand that the larger school-community has an interest and investment in the success of our Athletic Program. These other members of our community can play a key role in reinforcing the educational goals of our program. Therefore, we encourage these important program supporters to:

- Remember that a ticket to a school athletic event confers a privilege, not a right, to observe the contest.
- Be a positive role model through their behavior at athletic contests.
- Show respect for the opposing players, coaches, spectators and support groups.
- Be respectful of all officials' decisions.
- Recognize and show appreciation for an outstanding play by either team.
- Praise student-athletes in their attempt to improve themselves as students, as athletes, and as people.
- Gain an understanding and appreciation for the rules of the sport.
- Please reinforce our alcohol, tobacco, and other drug-free policies by refraining from the use of any such substances before and during athletic contests.

ELIGIBILITY AND PARTICIPATION REQUIREMENTS

Prior to any student-athlete participating in tryouts, practices, or competitions with any JSRHS club or team, he/she must have on file with the Athletic Director the following:

- a. Registration Form - Complete the on-line registration process at <https://www.familyid.com>. All required information must be provided. If you are unable to do the registration process on-line, contact the Athletic Department for alternative methods of completing the process.

- b. **Physical Form** – To be completed by a doctor following physical examination, clearing the student-athlete for participation. A physical examination will be valid for 13 months. For example: a physical dated 5/30/12 expires 6/30/13. If cost or insurance coverage is a factor in obtaining a current physical, please speak to the school nurse or Athletic Director for options.

Scholastic Eligibility: At John Stark Regional High School we believe academic achievement is the first priority for all student-athletes.

- a. A student-athlete must have passed five (5) units of work* during the previous marking period in order to participate in any interscholastic activities. The grades on the quarterly snapshot report card will be used to determine eligibility.
- b. Student-athletes must be enrolled in a minimum of five (5) units per marking period to be eligible for participation in interscholastic athletics.
- c. A student-athlete may regain eligibility by making up academic deficiencies or failures of the regular school year during the summer months. All work must be completed prior to the NHIAA designated first day of practice for your chosen sport.
- d. Incompletes are not to be considered passing grades for the purpose of eligibility.
- e. Eligibility status becomes effective on the day report cards are issued.
- f. Fall eligibility is determined by the fourth quarter snapshot grades from the previous school year. Winter eligibility is determined by the first quarter snapshot grades. Spring eligibility is determined by the second quarter snapshot grades.
- g. This policy is in addition to eligibility policies per NHIAA By-law Article II, Section 3.

***Scholastic Eligibility Waiver:** Any student-athlete passing four classes MAY request a waiver for one quarter once per academic year. A student-athlete may not apply for a waiver once a team has started to play regular season contests unless needing a waiver to remain on a team. The student-athlete will be required to apply for a waiver and sign an Academic Eligibility Probation Contract. The Principal, Athletic Director, and coach must approve the waiver. Student-athletes on academic eligibility probation will be ineligible to participate in regular season contests for the first four weeks upon being approved for a waiver. During this period of time, the student-athlete is expected to attend all practices and games that do not require an early dismissal from school but may not wear the team uniform while on the bench. Student-athletes on Academic Eligibility Probation will be required to follow the same process as outlined above for Academic Probation. After four weeks if a student-athlete is passing all classes with a grade of 75 or higher, he/she can begin playing in all regular season contests. If after being declared eligible to play in regular season contests, one of the athlete's teachers indicates a failing cumulative grade or lack of effort on the academic probation form, the athlete will be ineligible for participation in practices or contest for the remainder of the quarter.

Academic Probation: After a student-athlete establishes academic eligibility, the Athletic Director will check his/her **F1** grades every two weeks during the grading quarter and any student-athlete passing fewer than five classes will be placed on academic probation. The first time on academic probation for that sport season will be a warning period with no consequences. The second time or more on academic probation during the sport season, the student-athlete will be ineligible to participate in any athletic contest until the student-athlete is passing at least five classes. The student-athlete must participate in practice and attend home and road contests in street clothes that do not require early dismissal. Teachers can notify the Athletic Director when the student-athlete has achieved a passing grade in a class so the athlete can be taken off academic probation prior to the next grade check.

Attendance Requirements: Student-athletes are expected to arrive at school on time and attend all scheduled classes, advisory and flex blocks

- a. In the event a student-athlete is absent from school, he/she may not participate in any athletic contest or practice that day.

- b. For contest dates falling on non-school days, the student-athlete is expected to attend all classes on the previous school day. Permission for participation may be granted if the absence was excused. A note from a parent explaining the reason for the absence must be provided to the coach.
- c. Student-athletes who are tardy will be considered absent from school and may not participate in the day's contest or practice without permission from the Athletic Director. Student-athletes who arrive late to school or are dismissed early due to illness cannot participate in any athletic contest or practice that day.
- d. Student-athletes must attend a minimum of 50% of the scheduled school day to be eligible to participate in any athletic contest or practice that day unless permission is granted by the Athletic Director or an administrator.
- e. Legitimate tardiness or dismissal due to medical or dental appointments, accompanied by a note from the practitioner's office will be excused. Other personal family matters may be excused if a note from a parent is provided to a building Administrator. A student-athlete who misses a portion of the school day due to bereavement, personal family matters or appointments that cannot be scheduled outside the school day must obtain a "Permission to Play Pass" from the Athletic Director. The student-athlete must present this pass to his/her coach in order to participate that day.
- f. Detention: Any student-athlete receiving a detention must serve detention on the assigned days, whether or not it conflicts with any athletic contest or practice.
- g. Any questions of eligibility to participate will be resolved by a committee made up of the Athletic Director, the principal, and the coach. The decision of the committee is final.
- h. More specific requirements for practice or performance on given dates may be prescribed by the coach but shall not be in conflict with any other school or athletic policy.
- i. A student-athlete who participates in practice or a contest and is later found to have been ineligible will be suspended from the next athletic contest.

School Behavior Rules for all Athletes: All student - athletes are to abide by school handbook regulations. Infractions of these rules resulting in suspension cause the student-athlete to be ineligible to practice or compete during the time of the suspension or restriction, and may also incur additional game suspensions imposed by the athletic department and/or coaching staffs.

Transportation Policy: All team members, managers, and coaches are expected to travel to and return from games, meets, or matches on the team bus. Exceptions to this rule require pre-approval by an administrator of a written request from the parent/guardian stating the reasons. JSRHS Athletics would like to express that we do feel traveling to and from away contests on the team bus is an important part of unity of the team.

- a. Coaches have the option to allow student-athletes to leave the athletic event with a parent/guardian.
- b. The parent/guardian of the student-athlete must fill out a Parent Authorization for Student Transportation Form and have that on file with the Athletic Director in advance of said event. One form will be required per school year.
- c. Once the Athletic Director has the form on file, a parent/guardian must sign out the student-athlete with the coach before leaving the event site.
- d. If transportation from an event is being provided by anyone other than a parent, written permission must be requested and granted in advance by the Athletic Director or administrator.
- e. A student-athlete missing the bus shall not be allowed to play in the contest without prior administrative authorization.
- f. Parents/guardians are expected to pick up their children within 15 minutes of the end of any practices or games.

NHIAA POLICIES AND PROCEDURES

Age of Athletes: A student who has reached the age of 19 on or before September 1st may not represent the school in any interscholastic athletic contest during the school year.

Media Relations: Coaches, players, and other school officials should make an effort in their communications with the media to stress positive displays of sportsmanship by student-athletes, coaches, spectators and schools involved in the contest. At no time shall anyone be permitted to criticize officials or decisions made by officials during a game or event to the media. Any player or coach found in violation of this policy will be suspended for the next athletic contest.

Transfer Rule: A student who transfers enrollment without a corresponding move into a new school district by his/her parents or guardian shall be required to be in attendance in the new school for one year from the day of enrollment in order to establish athletic eligibility. This requirement will be waived, if all the following conditions are met:

- a. The student has not transferred for the purpose of participating in interscholastic athletics, and there has been no recruiting of the student for athletic purposes.
- b. The transfer rule Affidavit is completed and submitted to the NHIAA Executive Director.
- c. A student transferring to an NHIAA member school without a parental/guardian change in legal residence may not be added to a sports roster at any level after the first date of practice in that sport as established by the NHIAA.

Non-School Competition: A member of a school team is a student-athlete who is regularly present for, and actively participates in all team practices and competition. Bona fide members of a school team are prohibited from missing a high school practice or competition to compete with an out-of-school team. There is extended research on the benefits of being a multisport athlete and on the negative aspects on playing a single sport year round. It is our hope that the student-athlete will take advantage of all that John Stark Athletic Department has to offer. Whenever a conflict arises between the high school team practice/competition and an out-of-school practice, competition, camp, or clinic on the same day, the student-athlete must honor the high school team practice/competition. Priority must be given at all times to the high school team's practices and contests.

Penalties: Any student-athlete who violates this rule for the first time shall be declared ineligible for the next four consecutive interscholastic events or three weeks of a season in which the student-athlete is a participant, whichever is greater. This penalty is effective from the date of his or her last participation in a high school sport. Any student-athlete who violates this rule a second time or subsequent time shall be declared ineligible for participation in any high school sport for the balance of the school year.

TEAM SELECTIONS, GUIDELINES, AND AWARDS

Team Selection: All students are encouraged to participate in JSRHS athletic programs; however, in the event of too many athletes attempting to make a team, some athletes will need to be cut from a team. Factors such as finances, facilities, and availability of qualified coaches may limit the number of student-athletes who can be accommodated within each sport. Once teams have been set, no player may be cut without first talking to the Athletic Director and Principal. Coaches are given discretion to cut or place players on different teams within the program according to ability, desire, conditioning, and other specific coaches' criteria. For example, seniors do not automatically qualify for varsity level or get more playing time, and freshmen are not limited to participation on a reserve or junior varsity programs. Athletes do not automatically make a varsity team just because they were on the team the previous season. Each sport has a tryout period, and it is at this time that teams for Varsity, JV, and/or Freshman are selected. Student-athletes have the right to request explanation as to reason for being cut and/or tips for improvement. At the coach's discretion certain athletes may be designated as a swing player to benefit the program and the student-athlete's development. A student-athlete has a

maximum of 14 days from the first scheduled practice to try out for an athletic team. Any athlete who wishes to join a team after the 14 day period must have permission of the coach and Athletic Director.

Team Guidelines Freshman/Reserve Teams: This is considered an entry level for high school athletes and for those who may benefit from additional skill development. In some sports, if approved, we will offer Freshman/Reserve teams. These teams should be included, as much as possible, with the JV and Varsity teams in that sport. This includes preseason meetings, tryouts, and awards. The idea behind these teams is to allow maximum participation while providing an avenue of improving skills to best give the student-athlete a better chance at moving on to the next level the following season. Typically, the seasons will be more condensed than those of the JV and Varsity programs.

Freshman teams will work within the following concepts:

- a. Development of fundamental skills.
- b. Equal practice participation among team members.
- c. The amount of game time is determined by the coach's evaluation of the athlete's attitude, safety, skills, and team role, working toward equitable playing time.
- d. Learning the rules of the game and desire to play the sport.
- e. Development of an orientation toward team effort by each athlete.
- f. Sportsmanship and fair play.
- g. Development of skills and knowledge of the game to best help them move on to the next level of play.
- h. Winning has a much lower priority than that of skill and character development.

Team Guidelines Junior Varsity: This level is considered a transitional level which emphasizes the following:

- a. Reinforcement and refinement of fundamental skills.
- b. The amount of game time is determined by the coach's evaluation of the athlete's attitude, skills, safety, and team role.
- c. Learning the rules of the game.
- d. Sportsmanship.
- e. More sophisticated athletic strategies.
- f. Specific definition of the athlete's role within the team concept.
- g. Great emphasis is given to the concepts of commitment and team play.
- h. Emphasis on physical condition and development.
- i. Development of the ambition to achieve at the next level of competition.
- j. The concept of competitiveness along with continued skill and character development.

Team Guidelines Varsity: This level is competitive and emphasizes the following:

- a. Development of high proficiency in the physical and mental skills of the sport.
- b. The amount of game time is determined by the coach's evaluation of the athlete's attitude, skills, safety, and team role as it relates to the team's overall success.
- c. Sportsmanship and fair play.
- d. Strategy, situation analysis, and all mental components of the sport.
- e. Specific definition of the individual athlete's role within the team concept.
- f. Maximum commitment to the athletic team.
- g. Physical conditioning components of one's sport.
- h. Individual sacrifice for the betterment of the team.
- i. Winning within the rules of sportsmanship and fair play.

Varsity Letters: Student-athletes on a varsity team, who complete the season and meet the coach's requirements for a letter, will receive a varsity letter. For each season of varsity participation thereafter, a sports specific pin will be awarded. Adjustments to the coach's requirements may be allowed for injured athletes or in extreme circumstance with approval of both coaches and Athletic Director. The following criteria for earning a letter:

- a. Participation Requirements for Earning a Letter:
 1. Before the start of the season, the coach will provide the Athletic Director with the coach's requirements for earning a letter for that sport. Once approved by the Athletic Director, the coach will share the coach's requirements with athletes and parents by the first regular season contest.
 2. In order for a varsity manager to receive a letter or scholar-athlete award, he/she must attend all practices and contests unless there is a reasonable excuse accepted by the coach.
 3. It is the responsibility of the coaches to keep accurate records of playing time.
- b. Sportsmanship: Athletes should realize that he/she is representing his/her school and community and should conduct himself/herself in an appropriate manner. Those displaying unsportsmanlike behavior will not be issued a varsity letter or pin regardless of obtaining other qualifications needed.
- c. Attendance: Athletes should attend all practices and games unless there is a reasonable excuse accepted by the coach. No athlete having missed 25% of athletic contests due to discipline purposes shall qualify for such awards.
- d. Follow school and team rules: Athletes must abide by the training rules as set forth by the team and athletic department.

STUDENT-ATHLETE PRACTICE AND CONTEST REQUIREMENTS

Attendance: Due to the broad spectrum of educational opportunities available at John Stark, there are occasions when two or more interests compete or conflict. Students who participate in interscholastic athletics or other formalized clubs/organizations that require consistent, continuing commitment must occasionally choose between participation in the sport or club and participation in a family vacation, field trip, or other school-based activity --- including participation in elective courses that meet outside of the traditional school day.

- a. Student-athletes are expected to attend all scheduled practices and competitions during the course of both the regular season and post-season (i.e. tournament competitions). A student-athlete who is planning to miss a practice or competition is expected to request an absence from the coach as soon as possible.
- b. Limited participation in athletics is not allowed. (Example: special arrangements for individuals to practice less than the scheduled number of hours per day or days per week for work, Driver's Education, non-school activities).
- c. Excused absences include only those for (a) illness, (b) school concerts and class field trips, (c) dentist or doctor's appointments, (d) religious holidays, (e) college visits, (f) significant family obligations. In order for letter b through f to be considered excused, the coach must be notified in advance of the absence.
- d. Family vacations would not ordinarily be considered excused absences. Athletes and parents are asked to make decisions about vacations prior to the start of an athletic season. Request for exemptions may be made with a written request to the coach prior to the start of the season.
- e. School Study Courses: student-athletes registered for school study courses must understand that their time away from the team may impact playing time, position, and team responsibilities. Student-athletes need to communicate enrollment in these courses to the coach prior to the start of the season.
- f. For continuity of team strategies, conditioning, and safety reasons, a student-athlete that misses games or practices due to an approved, pre-planned trip will be required to practice one day for every three practices or athletic events missed before contest participation can resume. Before leaving on a trip the

student-athlete and coach may agree to a fitness plan that may allow at the coach's discretion, a reduction in the number of days of practice needed before returning to contest participation. One day of practice will be required. All student-athletes should be aware that if they leave the team for a family vacation or school related trip, they run the risk of losing their position.

- g. The consequence for unexcused absences are as follows:
 1. First Unexcused Absence - reduction in playing time in the next regular scheduled athletic contest as determined by the coach.
 2. Second Unexcused Absence - suspended for the next regular scheduled athletic contest.
 3. Third Unexcused Absence - suspended from the team pending a meeting with student-athlete, coach and Athletic Director to determine future status on team.

The practice of setting team requirements for participation emphasizes the importance of commitment to the team, acknowledges the critical nature of athlete attendance, and recognizes that team success is rooted in the daily contributions made by all individuals on the team. So, coaches are asked to establish a team rule on participation based upon the unique needs of the respective sport, communicate this rule clearly to student-athletes and parents, and to review requests for absence based upon the specific interests of the team as well as the interests of the individual student-athlete.

Return from injury/illness: For continuity of team strategies, conditioning, and safety reasons, an athlete who does not participate in three consecutive athletic contests, practices or combinations of contests and practices due to illness or injury must participate in a minimum of one practice session to be eligible to return to participating in athletic contest. Following the athlete's participation in the required practice session, the athletic trainer, in consultation with the coach, will determine when and under what conditions the athlete may return to participate in athletic contests.

Two-Sport Athletes: No athlete shall participate in two JSRHS teams simultaneously during the same season without prior approval of coaches, Athletic Director, Principal and parents/guardians. No athlete is to compete in one season in one sport and then join another team whose season is not yet concluded without prior approval of coaches.

School cancellation: If school is cancelled due to inclement weather, practices and contests may not occur unless approved by the Superintendent.

Dropping a Sport: If an athlete decides to drop from a team, he/she has a responsibility to the team and coach to see the coaching staff to explain reasons involved. At that time, all uniforms and equipment must be returned to the coach. In the event an item was purchased for the team (i.e. jackets, shirts), it is still the student-athlete's responsibility to make payment for those items ordered prior to leaving the team. Quitting to change sports once final cuts have been made and squads are established is prohibited. No athlete may quit and participate in another sport during the same season without prior approval from the Athletic Director and both head coaches.

Uniform Return: Uniforms are inventoried before and after each season by the coach on forms supplied by the Athletic Director. Coaches receive their stipend upon return of all equipment and uniforms assigned. Athletes are responsible for the care and regular cleaning of uniforms.

- a. The athlete will pay the replacement cost for uniforms and equipment lost or unnecessarily damaged.
- b. No athlete shall be allowed to try out for another sport until all uniforms and equipment are returned.
- c. Seniors must have returned all uniforms and equipment before the Athletic Director will sign the graduation sign-out sheet.
- d. In the event a senior athlete wishes to purchase his/her uniform, arrangements must be made prior to the close of the season and payments made in full.

JOHN STARK DUE PROCESS

When a student-athlete is suspected of violation of the John Stark Regional High School Athletic Policies, the following steps must be followed:

- a. The Athletic Director or School Administrator will meet with the student-athlete and advise him/her of the accused violation. The parents/guardians of the student-athlete will be notified of the accused violation should such violation potentially result in the removal of the student-athlete from the team.
- b. The student should be informed of the facts on which the infractions are based.
- c. The student-athlete will be given an opportunity to respond to the violation(s) and provide his/her version of the incident. The student-athlete should be asked to give a written or verbal statement concerning the incident.
- d. The Athletic Director or School Administrator will provide written notification of the intended disciplinary action (including a written statement of appeal procedures) to the parent(s)/guardian.
- e. The Athletic Director or School Administrator will provide written notification of the discipline action to the coach, other administrators and office personnel if such discipline results in the removal of that student-athlete from a team temporarily or for the season.

JOHN STARK STUDENT-ATHLETE CODE OF CONDUCT

Sportsmanship: Student-athletes at John Stark Regional High School are expected to conduct themselves in a sportsmanlike manner both on and off the field of play to include any form of social media. Violation of the sportsmanship code of conduct may result in removal from an athletic team.

- a. Unsportsmanlike behaviors such as taunting gestures, cheating, disrespect to officials, coaches, players or fans will not be tolerated.
- b. If a student-athlete receives a game disqualification during an athletic event, the student-athlete shall be ineligible for the next game or event. If a fighting penalty is levied, the student-athlete shall be ineligible for the next two games.
- c. During a suspension the student-athlete may not attend the game/event in which the suspension is imposed.
- d. If a student-athlete receives a second game disqualification during the season, the student-athlete will be suspended from the sport, at all levels, for the remainder of the season.
- e. The Principal or his/her designee will meet with any student-athlete who is disqualified from an athletic contest.
- f. If unsportsmanlike behavior on or off the field of play is observed by the coach, Athletic Director, teacher, or administrator, that student-athlete may be removed from the field of play and forfeit his/her right to participate in future events.
- g. The John Stark Administration will review all sportsmanship penalties and game disqualifications and reserves the right to impose penalties above those enforced by the NHIAA.

Vandalism or Theft: Destroying, damaging, defacing or theft of any private or school property at a practice or contest, home or away, will result in at least one-week suspension from the team, depending on the severity of the incident, and a mandatory condition to pay restitution. If the school administrators take disciplinary action, such action supersedes other actions and may then result in additional penalties being imposed by both the school administrators and the John Stark Regional High School Athletic Department.

Hazing: There shall be no activities by individuals or teams that are designed to humiliate, initiate, degrade or intimidate another student. Any form of hazing, or the knowledge of hazing taking place and failing to report it to school officials or law enforcement is prohibited and governed by state law. In addition, all sexual harassment and bullying policies will be strictly followed as per school student handbook. A student-athlete found in violation of the hazing policy will face the following consequences:

- a. First Violation:
 1. Student-athlete will be ineligible for participation in athletic contest for the next two consecutive weeks or next two interscholastic contests, whichever is greater.
 2. It's expected that the student-athlete will remain at practice sessions as an active participant but will not be permitted to dress in uniform for contests.
 3. In addition to loss of eligibility, the student-athlete must take part in a counseling/diversion program to discuss the incident prior to his/her return.
 4. Administration may impose penalties in addition to these, as they deem necessary.
 5. If the end of the season comes prior to the conclusion of the penalty, that ineligibility shall carry over to the student-athlete's next athletic season, regardless of the sport.

- b. Second and subsequent violations will have the student-athlete removed from interscholastic athletics for a minimum of 12 weeks. All penalties will be carried over to the next season of participation and are in addition to school policies and penalties.

Drug & Alcohol Violation: There shall be no use, ingestion, possession, transportation, dispensing, distributing, or being under the influence of tobacco or nicotine including vaping and e-cigarettes, chewing tobacco, alcohol or illegal drugs by John Stark Regional High School athletes. Uses of such substances are illegal and a violation of school policy. No student-athlete shall be present at a party or gathering in which there is the illegal possession and/or consumption of beverages containing alcohol or controlled substances/drugs.

When the school Administration has determined the above alcohol and substance policy has been violated, the student-athlete will face the following consequences:

First Violation:

- a. The student-athlete will be ineligible to participate in athletics for the remainder of the season or eight weeks, whichever is greater.
- b. In addition to loss of eligibility, prior to the student-athlete's return to a team, he/she must meet with someone from the school counseling office regarding substance abuse and/or substance abuse program with no cost to the District.
- c. If the end of the season comes prior to the conclusion of the penalty, ineligibility shall carry over to that student-athlete's next athletic season, regardless of sport.
- d. The student-athlete may receive a reduced penalty as described below if he/she agrees to, and follows through with all of the following:
 1. Attends a minimum of three sessions with someone from the school counseling office.
 2. Performs an approved community service project of at least ten hours pertinent to the offense. These hours may not be counted for any other John Stark community service requirement:
 3. Write a rehabilitation plan including a reflective narrative. The paper must be typed and a minimum of 500 words.
 4. Addresses the team and coaches about his/her actions and impact it had on the team.
 5. The student-athlete will be suspended from the team for two weeks and will be ineligible to play in at least 25% of the number of regular season events* scheduled for that team. The student-athlete must also sit out at least one event after returning from the suspension.
 6. Before he/she is allowed to return to practice and attend any contest in street clothes, the student-athlete must successfully complete at least two sessions with someone from the school counseling office, submit the typed paper, and address the team and coaches.
 7. A student-athlete must complete all required actions as described above before he/she can participate in any contest.

Second Violation:

- a. The student-athlete will be ineligible to participate in athletics for the next 24 consecutive weeks or 24 interscholastic events*, whichever is greater.
- b. If the student-athlete, on his/her own volition, becomes a participant in a treatment program, approved by the school administration but at no cost to the school district, he/she may be certified or reinstated for participation after a minimum of 12 weeks. The director or counselor of a chemical dependence treatment center must issue such certification.

Third Violations:

- a. If there is a third or subsequent violation, the student-athlete shall lose eligibility for a period of one year.
- b. The student-athlete must, following the third or subsequent violation, become a participant in a school approved chemical dependency program or treatment program, but at no cost to the school district. Following completion he/she may be certified or reinstated for participation after a minimum of 24 weeks and with approval of school administration.

All penalties shall be cumulative through the student-athlete's academic career. If a penalty is not completed prior to the end of one season or school year, it is continued to the next.

For any behaviors that result in a school suspension, the school suspension will be served first; upon return to school, any above consequences will go into effect.

*An event is described as a game, meet, or invitational.

Captains: Teams may or may not have designated captains, but, for those that have captains, coaches will present their captains with the team's expectations of that role. The position of captain is one where the individual accepts the role of a leader and role model both on and off the competitive area. If a student does not follow the student and athletic handbook rules once the role of captain has been accepted, whether this is during the season or the off-season, the student may be removed from the position.

Suspension from school: In the event a violation of school policy has occurred, and such violation results in that student-athlete being suspended from school, (this includes out-of-school, in-school and alternative to out-of school suspensions) the student-athlete may not participate in athletic contests or practices during such suspension and may not attend practices or games during suspension from school. Furthermore, JSRHS Athletic Code of Conduct may extend such suspended time for athletic eligibility as a result of predetermined team rules.

STUDENT-ATHLETE MEDICAL AND HEALTH CONCERNS

Injuries: Athletes should be sure that all injuries are given proper attention and the athlete should immediately report to the coach and/or licensed athletic trainer. If the licensed Athletic Trainer is not present at the time of the injury, the athlete should see the licensed Athletic Trainer that day, if possible, or the following day for evaluation. The licensed Athletic Trainer will determine if assistance is needed. In the event an injury occurs during practice or competition, an accident report should be filled out. Injured athletes should remain as an active part of the team as possible. He/She should attend all practices and sit with the team, assisting in any way possible. John Stark and its employees are not liable for injuries that occur, and the student-athletes and their families are solely responsible for all costs that occur due to injury. A supplemental insurance policy is available for purchase and is suggested for those participating in athletics. Information may be obtained from the school nurse.

Return to Participation:

An athlete must receive clearance from the John Stark licensed Athletic Trainer in order to return to practice or competition under the following conditions: if the trainer has held them out of practice or competition, if the trainer or the coach has requested that they seek medical treatment, and/or, if the athlete receives treatment by a medical provider. Athletes are not permitted to return to practice or competition without the permission of the John Stark licensed Athletic Trainer even in cases where medical clearance has been obtained.

Risk Factors in Sports: Parents and student-athletes must realize that participation in sports involves a certain degree of risk for injury. Such physical injury can occur in any type of sports activity and may vary in nature. Athletic injuries can include minor injuries such as bruises, scrapes and strains to the more serious injuries such as fractures, dislocations, concussions, paralysis, and even death. Participants can and have the responsibility to help reduce the chance of injury. Players must obey all safety rules, report all physical problems to their coaches and/or athletic trainer, follow a proper conditioning program, and inspect their own equipment daily.

Concussions: What is a Concussion?

Concussions are a type of Traumatic Brain Injury (TBI), resulting from a blow or jolt to the head or body that temporarily disrupts the normal function of the brain. Concussions range from mild to severe depending on the severity and the length of the symptoms.

- Most concussions do not involve a loss of consciousness.
- You can sustain a concussion even if you do not hit your head.
- A blow elsewhere on the body can transmit an “impulsive” force to the brain and cause a concussion.
- A clear CT /CAT scan or MRI does not rule out a concussion.

What are the signs and symptoms?

Signs and symptoms may be subtle and are not always obvious. They may show up immediately after the injury; or they may show up minutes, hours, or days after the injury. If a student-athlete reports signs of symptoms, or if any of these symptoms are observed, seek immediate medical attention. If signs/symptoms are severe and/or are becoming worse call 911.

Signs Observed by Others:

- Appears dazed/stunned or a vacant stare
- Is confused about assignments/forgets plays
- Is unsure of date or where they are
- Is unsure of game, score, or opponent

- Moves clumsily
- Answers questions slowly
- Shows behavior or personality changes
- Can't recall events prior to or after the hit

Symptoms Reported by Athlete:

- Headache
- Nausea/vomiting
- Visual problems
- Balance problems or dizziness
- Ringing in ears
- Sensitivity to light or noise
- Feeling sluggish or foggy
- Concentration or memory problems
- Sleep disturbances

This information is not intended to be, and should not be used as a substitute for appropriate medical care.

What can be done to prevent a concussion?

Equipment may help prevent or reduce the chances of a concussion; however it does not guarantee that an athlete will NEVER sustain a concussion. Unfortunately, there is no piece of equipment or method that is 100% effective in preventing a concussion.

What should a student-athlete do if they think they have a concussion?

- Report it to your athletic trainer, coach, school nurse, or parent.
- Rest: Cognitive rest is just as important as physical rest to recover from a concussion. Consult a physician for appropriate treatment that may include occupational and physical therapy. Academic accommodations for students with diagnosed concussions.
- Take time to recover. The risk of returning to play too early may result in:
 - Post-Concussion Syndrome: A neurologic disorder in which the signs and symptoms of the concussion, such as headaches, dizziness, or difficulty concentrating persists for weeks, months, or even years.
 - Second Impact Syndrome: A life threatening neurologic disorder, which can lead to severe impairment and even death. Second Impact Syndrome can occur when an athlete sustains another blow to the head while the athlete is still symptomatic of a concussion.

What to expect if you have a concussion during the season:

- The student-athlete will take a follow-up concussion test within 24-72 hours of injury.
- The school nurse and the licensed Athletic Trainer will closely monitor the student-athlete's symptoms during and after school, respectively. The student-athlete must report to the school nurse and Athletic Trainer every school day until cleared to play.
- The student-athlete may be withheld from all physical activity including sports and gym classes.
- As needed, accommodations (e.g., shorter classes, lighter homework) may be made to help the student get back into school. Guidance counselors and teachers, among others, may be involved in this process. Student-athletes having trouble concentrating must be sure to let people know.
- The student-athlete must have written medical clearance as described below, be asymptomatic both at rest and during activity, and have returned to full school activities to start the return to play program.
- In cases where the student-athlete has been treated and monitored solely by the licensed Athletic Trainer, clearance from the Athletic Trainer will be acceptable.
- In cases where the student-athlete has been seen by a physician or other provider for the concussion, he/she must have written clearance from a primary care physician or specialist (not the Emergency Room physician) for progression to activity.

- Parent/Guardian must provide the licensed Athletic Trainer with written permission for the student-athlete to be able to return to play.
- Progression is individualized, and will be determined on a case-by-case basis. Factors that may affect the rate of progression include: previous history of concussion, duration and type of symptoms, age, and sport/activity in which you participate. A student-athlete with a prior history of concussion, one who has had an extended duration of symptoms, or one who is participating in a collision or contact sport will be progressed more slowly.
- In cases where involved medical professionals cannot reach agreement on return-to-play status, the more conservative opinion should take precedence. (NH State Advisory Council on Sports Related Concussion, 2010)

After the clinical exam and concussion test results have returned to baseline levels, the student-athlete has resumed full school activities, and have appropriate medical clearance the student-athlete will begin a supervised return to play progression. Generally, the student-athlete will not be progressed faster than one step per day.

1. Light aerobic exercise – walking, stationary bike
2. Light Running
3. Non-contact training drills
4. Full-contact training after medical clearance
5. Game play

Note: If the student-athlete experiences post-concussion symptoms during any phase, the student-athlete should drop back to the previous asymptomatic level and resume the progression after 24 hours. (NFHS Suggested Guidelines for Management of Concussions, 2014 and Consensus statement on concussion in sport: the 4th International Conference on Concussion in Sport held in Zurich, November 2012)

The licensed Athletic Trainer will decide appropriate activities for the day and explain what the student-athlete is allowed to do on any given day during recovery. For the student-athlete's safety, the student-athlete must follow the program that the licensed Athletic Trainer recommends until the student-athlete receives full clearance to return to sports.

Parents may request an alternative method of completing the first two steps of the school's return to play protocol when the school's licensed Athletic Trainer is not available. The school's concussion team must approve any request.

When it is determined that students may have experienced a second or subsequent head trauma or concussion within a four-year period:

- a. Licensed Athletic Trainer and/or school nurse will notify the Athletic Director.
- b. Licensed Athletic Trainer will counsel the student, coach and parents about the process to be followed prior to initiating return to play protocols.
- c. Student-Athlete must have appropriate medical clearance from a physician specializing in concussion management before return to play protocol can begin.
- d. The John Stark concussion team will meet to will review pertinent physical information as well as any academic indicators to form a recommendation prior to the student returning to practice situations that may involve contact.

The concussion team will include:

- The licensed Athletic Trainer
- The Athletic Director
- The School Nurse
- The Principal or designee
- Others as Appropriate

NHIAA PARENT/COACH COMMUNICATION GUIDE

Both parenting and coaching are extremely difficult vocations. By establishing communication and understanding of each position, we are better able to accept the actions of the other and provide greater benefit to our student-athletes. To be successful, communication is vital and requires involvement, dedication, sacrifice, and commitment from parents, student-athletes, and coaches.

COMMUNICATION YOU SHOULD EXPECT FROM YOUR CHILD'S COACH:

- a. Coach and program's philosophy.
- b. Individual and team expectations.
- c. Location and times of all practices and games.
- d. Team requirements, i.e., practices, special equipment, off-season conditioning.
- e. Procedure followed should your child be injured during practice or games.
- f. Any discipline that may result in the denial of your child's participation.

COMMUNICATION COACHES EXPECT FROM PARENTS:

- a. Concerns expressed directly to the coach.
- b. Notification of schedule conflicts well in advance.
- c. Specific concerns with regard to a coach's philosophy and/or expectations.
- d. Support for the program and the attributes of dedication, commitment, and responsibility that are essential ingredients for success and excellence. Encourage your child to excel.

While your child is involved in interscholastic athletics, he/she will experience some of the most rewarding and inspiring moments of their lives. It is also important to understand that there might also be times when things do not go the way you or your child wishes. At these times, discussion with the coach is encouraged.

APPROPRIATE CONCERNS TO DISCUSS WITH COACHES:

- a. The treatment of your child, mentally and physically
- b. Ways to help your child to improve and develop
- c. Concerns about your child's behavior

It is very difficult to accept your child not playing as much as you may hope. Coaches are professionals. They make judgment decisions based on what they believe is the best for the team and all athletes involved. There are certain areas and issues that can and should be discussed with your child's coach. Other things, such as those below, should be left to the direction of the coach.

ISSUES NOT APPROPRIATE TO DISCUSS WITH COACHES:

- a. Playing time
- b. Play calling
- c. Team strategy
- d. Other student-athletes

The 24-Hour Rule

If you have a concern, please make the coach your first telephone contact. Administrators and Athletic Directors cannot help to solve problems until that line of communication has first been opened. Also, please observe the "24 Hour Rule." This rule means that parents should wait 24 hours before contacting a coach with a concern. Confrontations before, during, or immediately after a contest between parents and coaches rarely turn out well. These can be extremely emotional times for both parents and coaches, so it is best (and courteous) to give it a day before making contact. Both sides need a chance to cool down and gain some perspective. The exception to this is, of course, if an injury or other medical situation is involved. The most important part of athletics is the physical safety of the players.

IF YOU HAVE A CONCERN TO DISCUSS WITH A COACH:

- a. Call to set up an appointment with the coach.

- b. If the coach cannot be reached, call your Athletic Director. A meeting will be set up for you with the coach.
- c. Please do not attempt to confront a coach before, after, or during a practice or game. These can be emotional times for both the parent and the coach, and this situation does not promote resolution or objective analysis.

WHAT A PARENT CAN DO IF THE MEETING WITH THE COACH DOES NOT PROVE A SATISFACTORY RESOLUTION:

Call and set up an appointment with the Athletic Director to discuss the situation.

Research indicates that students involved in athletics are most likely to succeed at their chosen profession and make creative contributions to their communities. Many of the character traits, qualities, and attributes required to be a successful student-athlete are exactly those that will promote a successful life after high school.