

Faribault Public Schools
Faribault, MN

Employee/Personnel
Series 400

**Harassment and Violence
Parents and Coaches Policy**
Policy No. 413-A

I. PURPOSE

The purpose of this policy is to establish expectations for parents of student athletes or student participants and to maintain a respectful working environment for coaches.

II. GENERAL STATEMENT OF POLICY

- A. It is the policy of this school district to maintain a respectful working environment for coaches that is free from violence and other offensive or degrading behavior or conduct.
- B. The school district promotes collaboration, problem solving, and conflict resolution strategies in order to resolve differences between parent(s) and coach(es).

III. PARENTS

- A. Parents are expected to abide by all rules and regulations designed by the individual coaches for their particular sport or club.
- B. Parents are expected to follow rules set forth by the Minnesota State High School League, including the Code of Ethics.
- C. If a student and/or parent has an appropriate complaint and/or concern related to a coach or the sport or club, and the complaint or concern does not involve violation of other school district policies, the student and parent are expected to use the following steps to address the appropriate complaint and/or concern:

i. The individual student will meet with the coach and attempt to resolve the concern. Students are encouraged to address all concerns within 24 hours after the issue arises.

ii. Only if the individual student is unable to resolve the concern with the coach, then the parent and student will schedule a meeting with the coach to discuss the concern.

iii. Only if the parent and student are unable to resolve the concern after a meeting with the coach, then the parent and student will schedule a meeting with the Activities Director and the Coach to discuss the concern.

iv. Only if the parent, student and Activities Director are unable to resolve the concern after a meeting, then the parent and student will schedule a meeting with the Principal, Activities Director, and the Coach to discuss the concern.

v. Only if the parent, student and Principal are unable to resolve the concern after a meeting, then the parent and student will meet with the Superintendent. The Superintendent will make the final determination regarding the concern.

IV. DEFINITIONS

- A. “Violent behavior” include: the use of physical force, threatened physical force or intimidation, to control, or attempt to control, by causing fear, pain or hurt.
- B. “Offensive behavior” includes: actions such as: excessive rudeness, vulgar obscenities, name calling, disrespectful language, or the intentional filing of an unfounded complaint.
- C. “Meeting” is: an in-person, face to face meeting. E-mails, texts or phone calls do not constitute a meeting under this policy.
- D. “Appropriate Complaint and/or Concern” includes, but is not limited to: ways to help a student athlete or participant succeed; student athlete or participant’s attitude or effort; concerns about the behavior of a student athlete or participant.
- E. “Inappropriate Complaint and/or Concern” includes, but is not limited to: playing time of any student athlete; team strategy; practice organization; scheme or play calling.

V. OTHER COMPLAINTS

All other complaints will be addressed through the process set forth in School Board Policy 103 or other applicable policy.

Date of Adoption: ____12-10-18____

Legal Reference: Minn. Stat. §122A.33

Cross References:

MSBA/MASA Model Policy 103 (Complaints-Students-Employees-Parents-Others)

MSBA/MASA Model Policy 206 (Public Participation in School Board Meetings/

Complaints about Persons at School Board Meetings and Data Privacy

Considerations)

MSBA/MASA Model Policy 413 (Harassment and Violence)

MSBA/MASA Model Policy 525 (Violence Prevention)