Medford
SCHOOL DISTRICT

PARTICIPATION STANDARDS, PROBLEM SOLVING AND EXTRACURRICULAR CODE OF CONDUCT

Revised June 2022

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The Medford School District values athletics and activities as an important part of a student's education and as a means to provide a positive connection to school and the community.

We believe competition provides many learning opportunities for developing skills and resiliency that students will carry with them throughout their lives. Our intent is to put the "student" in the term "student-athlete" by helping them prioritize their commitment to the classroom and time management. We also value sportsmanship and teamwork as lifelong skills that we expect all students and adults to model.

To fully utilize the potential of athletics for educational purposes, we conduct the secondary athletic program in accordance with the following standards and code of conduct. As a team, it is important for us to each know our roles and responsibilities when supporting students and programs to make them successful. We all have a part to play.

ROLE OF STUDENT ATHLETE

1. Attend and positively participate in all scheduled practices.
2. Follow directions as communicated by the coach promptly and effectively.
3. Participate positively in all skill, knowledge, and application exercises as assigned by the coach.
4. Accept the serious responsibility and privilege of representing the school and community by displaying positive public actions.
5. Accept authority and supervision in a positive manner at all times.
6. Communicate effectively with the coach and teammates.
7. Work cooperatively with the coach and team members as a problem solver.
8. Demonstrate loyalty to the school, coach, and the team.
9. Treat fellow students, opponents, their fans, and adults with dignity and respect.
10. Refrain from conversations that foster dissention.
11. Respect the judgment and integrity of contest officials, abide by rules of the contest, and display appropriate behavior at all times.
12. Be a positive role model for fellow athletes.
13. Live up to the high standard of sportsmanship established by the Medford School District.
14. Avoid public displays of anger and/or displeasure.
15. Successfully meet the rules and regulations of the activity's voluntary association (including but not limited to SOMSAC or the OSAA) as well as MSD Board Policies (including but not limited to IGDJ-AR).
16. Attend school regularly, maintain passing grades and satisfactory progress towards graduation. Students must be enrolled in at least five courses.

KNOW YOUR ROLE

You can be a player,
You can be a coach,
You can be a spectator,
Or an official.
But you only get to be one; know your role.

Parents and spectators are expected to:
Cheer without instructing.
Praise all players for effort.
Respect all players, coaches and referees.

ROLE OF PARENT

1. Understand and support athletic programs and their expectations as defined in the Participation Standards, Problems Solving and Extra Curricular Code of Conduct for the Medford School District.
2. Understand team rules, discipline, and correction techniques of students.
3. Follow high school OSAA rules, ask when not sure, be honest about residency, and check with the Athletic Director before changing schools.
4. Live up to the high standard of sportsmanship established by the Medford School District for athletic programs.
5. Avoid public displays of anger and/or displeasure.
6. Be a good role model by positively supporting teams.
7. Leave the coaching of the team, playing time, position, and placement on junior varsity or varsity to the head coach and staff.
8. Respect opposing fans, officials, coaches, and participants.
9. Approach coaches before, during, and after games with positive comments. Withhold negative comments regarding the game, athlete(s), or coaching until such time that the concern can be addressed in an atmosphere conducive to effective problem solving.

SPECTATOR EXPECTATIONS

Spectators should demonstrate conduct appropriate for school activities at all times. The Medford School District's expectation for positive fan behavior is a higher standard than one would expect to see tolerated at college or professional sports events.

All events will follow conference guidelines for sportsmanship and high school events will additionally follow OSAA guidelines.

Violation of these standards may result in removal of the spectator from the activity and denial of future access to schools and/or school events.

On any school district property or at school activities, spectators may not:

1. Single out any athlete by number, name or position with negative comments of any kind. Cheers should only be positive towards their own team.

SPECTATOR EXPECTATIONS (CONT)

2. Use swear words or vulgarity.
3. Engage any person in an angry, aggressive or threatening manner. This includes referees, coaches, parents/guardians, students, other spectators or school personnel.
4. Create public displays of anger and/or excessive displeasure.

ROLE OF COACH

1. Be a positive role model for fellow coaches and athletes.
2. Encourage and inspire athletes to be the best person they can be by providing positive feedback and skill-building techniques.
3. Teach, critique, and encourage. Use correction techniques that are not demeaning.
4. Accept seriously the responsibility and privilege of representing the school and community by displaying positive public actions.
5. Effectively implement the district secondary athletic program according to established regulations, procedures, policy, and work rules.
6. Integrate personal philosophies of athletics with the district philosophy of athletics and education.
7. Model appropriate adult behavior and leadership. Be a positive role model for students and community.
8. Participate in certification, trainings, clinics, and professional growth opportunities.
9. Treat all participants of the inter-scholastic program equally with dignity and respect; i.e., students, coaches, parents/guardians, administration, spectators, and officials.
10. Teach and enforce the local and state rules of eligibility, athletic codes, procedures, and other relevant district and state policies.
11. Develop, maintain, implement, and evaluate sound program goals, training plans, practices, and procedures.
12. Maintain a current knowledge of and abide by the current rules governing interscholastic athletics.
13. Maintain effective communications with school and district administration, teachers, parents/guardians, students, booster clubs, media, and community organizations.
14. Honor commitments of practice times and schedules. Communicate with the athletic director prior to deviations.
15. Demonstrate loyalty to staff and programs within the district through cooperation, communication, and the encouragement of multi-sport athletes.
16. Live up to the high standard of sportsmanship established by the Medford School District for athletic programs.
17. Avoid public displays of anger and/or displeasure.

ROLE OF SCHOOL ADMINISTRATOR

1. Develop a program for teaching and promoting the ideas and fundamentals of good sportsmanship within the school, the league, the conference, and the state.
2. Provide appropriate supervisory personnel for each interscholastic event.
3. Take reasonable measures to ensure that the school's coaches, players, students and supporters maintain a sportsmanlike attitude toward all events so that events may be conducted safely and orderly.
4. Support participants, coaches, parents/guardians, and fans who teach and display good sportsmanship.
5. Recognize exemplary behavior and actively discourage undesirable conduct by athletes, coaches, parents/guardians, fans and other administrators.
6. Develop and enforce consequences for coaches, students, and adults who do not abide by established standards. Communicate problems with district leadership.
7. Attend events whenever possible.
8. Be a positive role model for coaches, students, parents/guardians, and fans.
9. Strive to maintain positive communication between the school, coaches, athletes, parents/guardians, and community.
10. When there are indications of problems through parent/guardian complaints, requests for meetings, etc., monitor coach's communication with students and parents/guardians.
11. Effectively implement the district's athletic personnel evaluation system.
12. Effectively utilize the district's problem solving process.
13. Live up to the high standard of sportsmanship established by the Medford School District and the OSAA.
14. Avoid public displays of anger and/or displeasure.

ROLE OF DISTRICT OFFICE

1. Set policy standards in conjunction with the Medford School Board.
2. Support site administrators in the implementation of policies.
3. Defer administration of the policy to the respective leadership team responsible for that area whenever possible.
4. If and when a need arises to mediate an issue, involve building administration and appropriate personnel during all phases of the mediation.
5. Set expectations and then consistently enforce the expectations.
6. Be honest and direct in communications with all populations.
7. Live up to the high standard of sportsmanship established by the Medford School District and the OSAA.
8. Avoid public displays of anger and/or displeasure.

PROBLEM SOLVING FOR COACHING STAFF, STUDENTS, AND PARENTS

Communication and problem solving are important skills a student can gain from athletics. Learning to use these skills effectively is not an easy task. It takes practice, encouragement, modeling and guidance from the adults. Most issues can be addressed by using the basic process outlined. Students, parents/guardians, coaches, athletic directors and administrators are expected to use and support the process.

Coaches are responsible to be proactive by meeting with parents/guardians and students early in each season to communicate expectations, procedures and address any foreseeable concerns or questions.

GENERAL GUIDELINES FOR PROBLEM SOLVING

1. Do not confront in an angry, aggressive manner.
2. Do not make personal attacks.
3. Concentrate and focus on the issues.
4. Discuss concerns in private meetings.
5. Attend meetings with a problem solving attitude.
6. Respect others' roles, responsibilities, and decision-making rights within their defined roles.

The Medford School District has set up the following procedure for problem solving issues. Each step should be anticipated to take two to three days.

PROBLEM SOLVING COMMUNICATION PROCESS AND SCHEDULE

Step 1: The coach and student athlete meet with informal, verbal communication.

Step 2: The coach, student athlete, and parent/guardian meet. If a resolution cannot be made, the coach will advise the athlete and parent/guardian to advance to Step 3.
(If coach is the head coach advance to Step 4)

Step 3: The head coach, the coach, the student, and the parent/guardian meet. If the issue cannot be resolved, the head coach will advise the athlete and parent/guardian to advance to Step 4.

Step 4: The athletic director, coach, student, and parent/guardian will meet. The athletic director will gather information and determine the blocking point.

The athletic director will:

1. Talk to all parties independently.
2. Ask for observations from others.
3. Meet with all parties to resolve issues.

Step 5: The athletic director, coach, student athlete, parent/guardian will appeal to the school administration. The principal will work to resolve the issue(s).

REPORTING SERIOUS CONCERNS

Concerns of a more serious nature such as illegal acts, unethical behavior, or harassment by students, staff, or parents/guardians should be reported immediately to the building principal.

Claims of discrimination should be directed to Human Resources/Compliance Officer at 541-842-3625.

Each concern or claim will be investigated. Findings will be decided based upon the results of the investigation with appropriate next steps determined. Within the limits of confidentiality defined by the nature of the issue, legal and/or contractual obligations, the findings and any remedy will be shared with the complainant. Actions taken regarding personnel may not be shared. The resolution of all problems will be governed by state law, district policy, Student Codes of Conduct, and other district/school routines and procedures.

CITIZEN COMPLAINTS

Any citizen who has a concern or complaint may express that concern or complaint to school administrators. It is strongly recommended that complaints and concerns not be expressed in public places such as games and/or other activities.

Procedures:

- Complaints should be shared with school officials during a scheduled meeting called specifically to hear the concern or complaint. It is important that concerns or complaints be expressed in a specific manner clearly and calmly.
- School officials will listen and paraphrase the concern or complaint to be sure they have correctly heard the concern or complaint.
- Once it is agreed that the school official has accurately heard the concern or complaint, the school official will discuss the next steps and make any needed plans for follow-up communication. Any determined next steps will be in compliance with standard policies and procedures.
    - ◊ If a concern or complaint is something that could and should be worked on at the school level, the administrator will make every effort to achieve improvement and inform the concerned citizen.
    - ◊ If a concern or complaint revolves around the ongoing policy, practice, or procedure, the citizen will need to accept that school administrators are not authorized to make such changes but will further discuss the matter with the District Athletic Director.

EXTRACURRICULAR CODE OF CONDUCT

It is the belief of the Medford School District that participation in athletics, clubs, and school activities is a privilege extended to students. Students involved with athletics, clubs and school activities are to be positive representatives of their school and community. Prior to participation, the student and parent/guardian are required to sign a form to ensure they have read and agree to comply with all conditions of the program or activity as well as Medford School District's Participation Standards, Problem Solving, and Extracurricular Code of Conduct.

All students representing Central Medford High School, North Medford High School, South Medford High School, Hedrick Middle School, McLoughlin Middle School, and Ruch School must comply with the standards of conduct listed in the board policy and school's handbook. This policy is a minimum conduct standard. Coaches and advisors may add additional expectations specific to their activity within district standards and with administrative approval at the building.

Violation of the law or violation of the rules may result in disciplinary action, even if the misconduct occurs at times/places other than on-campus or during school activities. If the superintendent or designee determines either by a preponderance of symptoms or by reasonable evidence that a student involved in athletics, clubs and school activities is using alcohol, illegal drugs or other controlled substances, the district may require the student to be tested immediately at the parent's/guardian's or student's expense and submit the results to the district as a condition of participation. A positive test shall cause the student to receive consequences as specified in the school's student handbook and the district's Extracurricular Code of Conduct. A referral to community resources and/or cessation programs may be considered in the administration of this procedure. The cost of such programs are the individual responsibility of the parent and the private health care system.

Alcohol or Other Drugs Including Marijuana

Participants will not use, possess, sell or distribute alcohol, other drugs, drug paraphernalia, or items purported to be drugs at school-sponsored activities, school-related activities or at any student gathering under the auspices of any local, state, or national student or school organization or at any other time, including evenings, weekends, and holidays, during the entire term of the activity. The term of the activity will begin on the official starting date established by the Oregon School Activities Association (OSAA) for high school or SOMSAC for middle school, or the district or the school as the case may be, and run until the final date of the activity in which the participant is involved. In addition to the disciplinary penalties listed in the section above, students who are involved in athletics, clubs and school activities and who violate the

district's policies on the use, possession, transport, distribution and/or sale of alcohol, unlawful drugs or any substances purported to be an unlawful drug, including drug paraphernalia and inhalant systems, will be suspended from participation in any athletic, club or activity for a minimum of 15 school days and may be removed from athletic, club or school activity participation for an extended time, depending on the circumstances surrounding their violation of the policy.

A second violation during the same school year will result in:

1. a suspension of all extracurricular activity including practice for 20 school days,
2. or removal from the team for the remainder of the season,
3. or loss of athletic privileges for the remainder of the school year,
4. and application of school discipline and consequences.

Tobacco Including Inhalant Delivery Systems (Vape Devices)

Student participants who are using, possessing, distributing, or selling tobacco, including possessing or using inhalant delivery systems (vape devices), will receive the following penalty:

First Violation

The student will not participate in any athletic, club or school activity for a period of three school days.

Second Violation

The student will not participate in any athletic, club, or school activity for 20 school days or the remainder of the season if they are on a sports team. For students involved in other school activities, the student will be removed from the activity for 20 school days or the remainder of the nine weeks. The student will also not be allowed to practice or participate with the team or group during this period.

Hazing and Harassment

Students participating in school-related activities have a right to be safe and to be free of humiliation and intimidation. Hazing, harassment, intimidation, menacing, or bullying by students, staff, or third parties is strictly prohibited and shall not be tolerated. Any student, employee or third party who has knowledge of conduct in violation of this policy or feels he/she has been a victim shall immediately report his/her concerns. Refer to Board Policy JFCF/ GBNA and JFCF/GBNA-AR for definitions and guidelines.

Students who, after investigation, have been found to be a participant in the hazing, harassment, intimidation, bullying and/or menacing will receive school consequences. Additionally, they may not participate in any athletic, club, or

school activity during any school suspension and/or be removed from the activity for a minimum of one to three days for the first violation. On the second violation in the same school year, they will be removed from the activity for 20 days or removed from the team.

Theft/Vandalism

A student, parent or legal guardian will be financially responsible for:

- Theft from or vandalism to school property by named student.
- Theft from or vandalism to private property (i.e. motel rooms, restaurants) by named student.

There will be no award or participation until financial obligations are met.

Extracurricular Consequences are Cumulative

Extracurricular penalties are cumulative during the school year. For example, in the event that a student who has received a prior extracurricular penalty during the school year also receives a penalty during another extracurricular activity in the same school year, he/she will enter the current extracurricular consequence at the next violation level. This is inclusive of all personal conduct rules including those established by the coach. In the same school year, in the event of violations outside of the period of participation in an extracurricular activity, a first violation during the season, at the discretion of the Principal, may have a penalty of the second level.

ADDITIONAL REGULATIONS

Policies by Activity

The coach or activities sponsor may have additional regulations which will be defined in writing to the participating student. These policies will be subject to the approval of the administration and supported and enforced by the same.

Uniforms

Students are responsible for uniforms and/or gear issued to them and should be returned at the end of each season. A fee will be placed on the student's account for any lost or damaged items. Uniforms and/or gear must be returned and any lost or damaged items must be paid for before the athlete will be eligible to participate in their next sporting event.

High School Attendance

The student may not have any unexcused absences the day of or the day after a scheduled event. If the student misses the day of or after an event, he/she will not be eligible to participate in the next scheduled contest unless cleared by the principal, school athletic director or their designee. Furthermore, the student may not practice if they were not in attendance for their full schedule of classes, on the day of, due to an illness (whether excused or unexcused) or any unaccounted absence.

Middle School Attendance

The student must attend school all day on the day of the scheduled activity to be eligible. This includes both excused and unexcused absences. Any exception to this must be cleared by the principal or school athletic director.

Suspension

If a student is suspended from school, he/she cannot participate in a practice, contest, or activity during the period of suspension.

Dropping out of a Sport

- An athlete dropping out of one sport shall not be allowed to participate or practice in another sport during the same season without the consent of the coaches.
- An athlete "cut" from a sport program may turn out for another sport during the same season.
- A student dropped from a sport for disciplinary reasons may not participate in another sport for the remainder of the season.

Letter Awards

The head coach or activity supervisor, with approval of the school's administration, will determine standards and requirements to be met for receiving letter awards or participation certificates.

Transportation

In general, the school district will provide transportation to and from events. Transportation will be by activity vans, school buses or tour buses. When practicable, the use of private vehicles will be limited. In cases where transportation will not be provided to practices, competitions, and/or other activities, the parent/guardian will receive notice at the beginning of the season and be asked to sign off acknowledging responsibility. It is the parent's/guardian's responsibility to get their child to and from practice, in addition to taking responsibility when permitting their child to be a driver and/or passenger with other drivers.

When district transportation has been provided, students may be released to their own parent or guardian following an athletic event, provided a signed release is on file or given to the coach. The coach or adult in charge maintains the right to ask all students to return by district transportation regardless of the signed release.

Private transportation by an adult other than the legal parent or guardian or staff member will only be permitted in limited circumstances with a signed release and permission from a school administrator/designee already in place prior to the event. **This must be in place no less than two school days prior to the event.** No last minute permissions or verbal permissions will be allowed. The district will set guidelines from which locations students will be able to ride home with other adults. Consideration will be given to the length of the trip with more leeway given to events closer in proximity. Notice of guidelines will be given to the parents at the beginning of the season.

PAY TO PARTICIPATE

Students who participate in athletics will be required to pay a participation fee. Payment plans and scholarships can be arranged through the athletic secretary and school athletic director. Payments, plans and/or scholarships need to be in place before the first contest.

The fee for high school students will be $100 and for middle school students $50 per student, per sport. Students will be charged for a *maximum* of two sports per year. Athletics include high school cheerleading.

Participation Fee Refund Policy:
If a student is cut from a team, the fee will be refunded. If he/she quits the team or becomes ineligible to participate, the participation fee will not be refunded. If a student is injured and can no longer participate because of the injury, the family may appeal to the athletic director for a partial or full refund.

NON DISCRIMINATION

Medford School District provides equal opportunity and access to all educational services, facilities, and/or employment to every person. Medford School District does not discriminate on the grounds of race, color, sex, sexual orientation, marital status, religion, national origin, age, or disability.

The following have been designated to handle inquiries or complaints regarding the District's non-discrimination policies and compliance:

School Principal

Hedrick	541-842-3700
McLoughlin	541-842-3720
Ruch	541-842-3850
Central Medford	541-842-3669
North Medford	541-842-3670
South Medford	541-842-3680

Chief Human Resources Officer/ Compliance Coordinator
541-842-3625

ALL ARE LEARNING AND LEARNING IS FOR ALL

All current Medford School Board Policies can be found at:
http://policy.osba.org/

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