

MANHEIM CENTRAL SCHOOL DISTRICT

MANHEIM, PENNSYLVANIA

BARON CODE OF CONDUCT FOR CO-CURRICULAR AND EXTRACURRICULAR PARTICIPATION

(2024-2025 School Year)

This code is subject to review on a bi-annual basis.

All Manheim Central School District student athletes and activity participants, including any student athlete and activity participant who represents Manheim Central School District in an extracurricular activity, is under the guidelines of the Baron Code of Conduct. If a student athlete and activity participant or parent/guardian (herein referred to as parent) fails or refuses to agree to or abide by the provisions of the Baron Code of Conduct or if a student athlete and activity participant or parent fails to complete the attached signature form, the student athlete and activity participant will not be allowed to practice or participate in their chosen extracurricular activity until such time as this signature form is completed to the satisfaction of the building administration.

Student athletes and activity participants will be required to comply with these rules starting with the summer before their seventh-grade year and until they end their high school education.

The Baron Code of Conduct has been developed in an effort to develop and define a consistent measure for how to address specific rules violations.

For purposes of this policy, the term “co-curricular and/or extracurricular” shall mean those activities which are sponsored or approved by the Board of School Directors but are not offered for credit toward graduation. Such activities shall ordinarily be:

- Conducted wholly or partly outside the regular school day.
- Marked by student athletes and activity participants participation in the processes of initiation, planning, organizing and execution.
- Available to all student athletes and activity participants who voluntarily elect to participate.

Where eligibility requirements are necessary or desirable, the Board of School Directors shall be so informed and must approve the establishment of eligibility standards before they may be operable.

Examples of such activities include, but are not limited to, intramural sports, interscholastic sports, musical organizations such as marching band and jazz band, student council, dramatic productions, Future Farmers of America, National Honors Society, cheerleading, and clubs. A complete list of co-curricular and/or extracurricular activities is maintained by the Middle School and High School and is available on the school website or upon request.

Co-curricular and/or extracurricular activities are an important part of the total school program and are open to participation by all student athletes and activity participants regardless of individual differences. The opportunity to participate is a privilege provided by the taxpayers of the Manheim Central community. Through voluntary participation, the student athlete and activity participant is expected to give time, energy and loyalty to the activity in which he/she participates. He/she is also expected to abide by the training rules, regulations and responsibilities unique to that activity.

Co-curricular and/or extracurricular participants are often in the public eye, therefore their personal conduct must always be above reproach. They have an obligation to project at all times a positive image of themselves and the Manheim Central community they represent. Failure to do so can lead to immediate dismissal from co-curricular and/or extracurricular activities. While this code establishes a comprehensive set of behavioral expectations, an individual coach/advisor has the authority to levy additional consequences within his/her own program as approved by the AAD and reviewed by administration.

Academic eligibility to participate in co-curricular activities will be based on final course grades and Interim Progress Reports (IPR's) which are submitted every Friday when the school has a full week. Academic eligibility will be determined weekly when student athletes and activity participants, teachers and coaches will be notified of a player's status. Coaches/advisors are encouraged to discuss academic concerns/issues with student athletes and activity participants and parents. Building administration is responsible for notifying student athletes and activity participant of their eligibility status.

The following are guidelines and expectations that every co-curricular and/or extracurricular participant must meet. In addition, consequences are also listed should a co-curricular and/or extracurricular participant not meet the outlined expectations and guidelines.

SCOPE OF BARON CODE OF CONDUCT

To ensure the consistent enforcement of the Baron Code of Conduct, it applies to all student athletes and activity participants participating in co-curricular and/or extracurricular activities enrolled in grades 7 through 12. **Alleged violations of the Baron Code of Conduct for the current school year will be investigated by the building/athletic administration.** The terms of this code apply throughout the year to conduct occurring on or off school property. This Code of Conduct shall not prevent coaches or advisors from developing and enforcing other reasonable rules and training regulations which are specific to their co-curricular and/or extracurricular activity.

A. SCHOOL ATTENDANCE REQUIREMENTS FOR MIDDLE AND HIGH SCHOOL STUDENTS

1. A student athlete and activity participant must be in attendance at school by 10:50 AM in order to attend or participate in an activity, practice or contest that day. An exception will be made if the student athlete and activity participant has a written excuse from the parent *and* the written excuse is approved by a building administrator in conformance with the School District's attendance policies and guidelines. Examples of acceptable reasons are health care appointments, college visitations, and family/personal matters.
2. If a student athlete and activity participant is absent on the last day of school of the week and the activity is on a non-school day, the student athlete and activity participant must have a doctor's note or administrative approval, clearing them to participate in a co-curricular and/or extracurricular event.
3. Four (4) or more unlawful or unexcused absences during the school year will result in ineligibility during the two (2) weeks following the fourth unexcused absence. For each unexcused absence beyond the fourth, there will be an additional two (2) weeks of suspension. Any student athlete and activity participant absent for 20 or more days during a semester, whether excused or unexcused, is ineligible until he/she is in attendance for 45 school days beyond the 20th day of absence.

B. ACADEMIC REQUIREMENTS FOR HIGH SCHOOL AND MIDDLE SCHOOL STUDENT ATHLETES AND ACTIVITY PARTICIPANT ATHLETES AND ACTIVITY PARTICIPANTS

1. General Guidelines:

- a. At Manheim Central, student athletes and activity participants are required to be passing all courses to be eligible to participate in co-curricular and/or extracurricular activities.
- b. The academic progress of all student athletes and activity participants participating in co-curricular and/or extracurricular activities will be monitored at the end of each full week of school.
- c. Once a failing grade is brought up to a passing grade, the student athlete and activity participant will be allowed to participate in any scrimmage, game, competition and events with their respective team / organizations – after the next weekly review.
- d. Academic eligibility runs from Sunday at 12:00AM to the following Saturday at 11:59PM.
- e. Academic ineligibility will be at the discretion of the athletic/building administrator. Mitigating circumstances will be looked at on a case by case basis to determine student athlete and activity participant responsibility for the failing grade(s).
- f. Online coursework will be monitored by MCHS and MCMS teachers and submitted weekly to the Administrator for Online Learning. As such, all MCHS and MCMS student athletes and activity participants, regardless of their learning format, will be subject to the regulations outlined within this student athlete and activity participant code of conduct.

2. Eligibility Classifications:

- a. **Probation** - Failing one (1) course: Any student athlete and activity participant failing one course each Friday by 3:00PM, will be placed on a one-week probationary period in order to bring the grade in that course up to passing. During this probationary period the student athlete and activity participant will be eligible to participate fully in the activity.
- b. **Ineligible - Failing one (1) course grade:** Any student athlete and activity participant failing one course for more than one week each Friday by 3:00PM, will be deemed ineligible to participate in co-curricular and/ or extracurricular scrimmages, games, competitions, and events. Student athletes and activity participants will be able to practice with their respective co-curricular or extracurricular activity.
- c. **Ineligible - Failing more than one (1) course:** Any student athlete and activity participant failing two (2) or more courses each Friday by 3:00PM, will be ineligible to participate in co-curricular and/or extracurricular activities until the student athlete and activity participant is passing all courses. Student athletes and activity participants will be able to practice with their respective co-curricular or extracurricular activity, at the discretion of the coach/advisor as approved by the AAD.

3. Ineligible – Failing Final Course:

Student athletes and activity participants who receive a failing FINAL COURSE GRADE will be deemed ineligible to participate in co-curricular and/or extracurricular scrimmages, games, competitions, and events for the first fifteen (15) calendar days of the next marking period:

- a) This includes courses ending at four and one-half (4 ½) weeks, nine (9) weeks, eighteen (18) weeks and twenty-seven (27) weeks.
- b) The student athletes and activity participant may attend a District-approved summer school program or other academic program in the failed subject area and must receive a passing grade to be eligible and not serve the fifteen (15) day suspension.
- c) Student athletes and activity participants will be able to practice with their respective co-curricular or extracurricular activity.

C. UNSPORTSMANLIKE CONDUCT

Student athletes and activity participants shall behave in a dignified and sportsman-like manner while participating in co-curricular and/or extracurricular activities. A display of unsportsmanlike conduct, including the use of profanity toward a teammate, coach, advisor, opponent or official during practice, a contest, or activity will result in counseling by the advisor/coach and/or administration and possible suspension from the program. Student athlete and activity participant spectators who display unsportsmanlike conduct at any activity may be subject to disciplinary action.

D. TRANSPORTATION TO ACTIVITIES

Student athletes and activity participants must use school provided transportation to travel to and from activities away from Manheim Central. The only exceptions are as follows:

1. Injury to a participant which requires alternate transportation.
2. Prior arrangement made in writing between the participant's parent and the advisor/coach for the student athletes and activity participants to ride with the parent or those specified by the parent.
3. When school transportation is not provided, and alternate means are approved by the school administration.

E. SCHOOL/ATHLETIC LOCKERS

Locker room lockers are School District property. Student athlete and activity participant lockers may be searched by advisors, coaches, or administrators when reasonable cause exists that a student athlete and activity participant is concealing evidence of an illegal act, illegal substance or other violation of school rules. The school authorities may seize any illegal or unauthorized materials found during a search.

Circumstances justifying a reasonable cause search also authorize School District personnel to require student athlete and activity participants to submit to a thorough search of clothing, handbags, and wallets to seize any unauthorized material. Student athletes and activity participants who do not cooperate with a reasonable suspicion search will be suspended immediately from the co-curricular and/or extracurricular program. All

searches conducted by school personnel shall be consistent with School District policy and applicable law and regulations.

Officials may inspect the content of student athletes and activity participants' lockers as part of routine maintenance inspections.

Student athletes and activity participants are not allowed to share locker room lockers.

F. QUITTING

A student athlete and activity participant may not quit one activity and participate in another activity after the first two (2) weeks of practice without discussing this proposed change with the appropriate advisors/coaches.

G. SCHOOL-ISSUED EQUIPMENT

Student athletes and activity participants may be issued equipment as part of their participation in a co-curricular and/or extracurricular activity. Student athletes and activity participants are responsible for properly maintaining all such equipment, returning it in good condition, cleaned **and laundered** upon the completion of the co-curricular and/or extracurricular activity. If a student athletes and activity participant fails to fulfill those obligations regarding equipment, he/she may not participate during the next or any future activity until all obligations have been satisfied. In addition, any lost/damaged equipment is considered an obligation that must be paid before receiving a diploma.

H. GOOD CITIZENSHIP RULES

Student athletes and activity participants participating in co-curricular and/or extracurricular activities will be subject to the following rules listed below (paragraphs I through M) ***24 hours a day, 7 days a week, and 365 days a year.***

Student athletes and activity participants will be required to comply with these rules starting with the summer before their seventh-grade year and until they end their high school education.

I. SOCIAL MEDIA GUIDELINES

For any social media post brought to the attention of the District, the following applies:

1. Any postings or communications via social networking websites which substantially disrupts either the education or athletic environments or which advocates the violation of any school policy or team rule is unacceptable.
2. Student athletes and activity participants may not post online any pictures, information or other content that might cause embarrassment to themselves, fellow student athletes and activity participants, teams, coaches, the Athletics Department or the campus (examples: obscene images or language, nudity, pictures with alcohol, references to drugs, sex, or illegal activities).
3. Student athletes and activity participants may not post any content online that is unsportsmanlike, derogatory, demeaning or threatening toward any other individual, teammate, coach, faculty member, or entity (examples: derogatory comments regarding another school; tainting comments aimed at a student athlete and activity participant, coach, or team at another school). No posts should depict or encourage

unacceptable or illegal activities (examples: hazing, sexual harassment/assault, gambling, discrimination, fighting, vandalism, academic dishonesty, underage drinking, and illegal drug use).

4. Student athletes and activity participants may not post any content online that would constitute a violation of the MCS D Student Code of Conduct.
5. Student athletes and activity participants may not post any information that is confidential or proprietary to the Athletic Department, the school which is not public information (examples: tentative or future team schedules, student athlete and activity participant injuries and eligibility status, travel plans/itineraries or information) and/or the student athlete and activity participant .
6. Student athletes and activity participants are required to abide by all laws related to the use of the internet (including state and federal privacy laws such as FERPA as well as the School District's Acceptable Use Board Policy 815), and student athletes and activity participants may be personally liable for any violations of those laws.

J. ALCOHOL AND DRUG USE (Board Policy 227)

1. Pennsylvania law prohibits individuals under 21 years from possessing or consuming alcoholic beverages. The Pennsylvania Controlled Substance, Device and Cosmetics Act likewise prohibits all individuals from possessing, ingesting or **delivering** illegal drugs and drug paraphernalia. Therefore, the School District adopts the following policy regarding drugs and alcohol by student athletes and activity participants. All student athletes and activity participants participating in co-curricular and/or extracurricular activities are prohibited from engaging in the following conduct:
 - a. The possession, ingestion or distribution of alcohol, illegal drugs, look-alike drugs, mood altering substances or related paraphernalia.
 - b. The possession, ingestion or distribution of a prescriptive drug in a manner inconsistent with the directives of the prescribing physician; and
 - c. Being present at any gathering where the student athlete and activity participant knows, or reasonably should know, that other underage individuals are in possession of, ingesting or distributing alcohol, illegal drugs, look-alike drugs, mood altering substances or related paraphernalia (**Note:** It is the expectation that a student athlete and activity participant should immediately exit the area or premises where these behaviors or products are evident).

Policy 227 does not prohibit lawful use of prescription or over-the-counter medications for their intended purpose and in recommended dosages, as long as such use is in compliance with Policy 210 (Medications).

The philosophy of Policy 227 involves two (2) major elements to:

- a. Vigorously address drug/alcohol use; and
- b. Build an educational and/or rehabilitative component into the disciplinary process.

Whenever a student athlete and activity participant violates the Drug and Alcohol Policy, the student athlete and activity participant's parent will be promptly notified of the incident by the coach/advisor or administration. The student athlete and activity participant may be sent home or removed from the school to receive medical attention if required. When parents cannot be reached, the principal, administrator, coach/advisor or other school authority will decide whether to obtain medical treatment for the student athlete and activity participant or to temporarily isolate the student athlete and activity participant.

Student athletes and activity participants will be subject to the following penalties for violations of Policy 227:

First Offense - On a first offense, the student athlete and activity participant will be suspended from the co-curricular and/or extracurricular program for 30 calendar days along with a mandatory SAP (Student Assistance Program) referral for assessment and intervention.

Guidelines for First Offense:

- a. The SAP team will refer the student athlete and activity participant to a professional trained to assess substance abuse problems and to make a recommendation for treatment.
- b. All recommended treatments as a result of the SAP referral must be adhered to, and the following:
 - i. After 14 days with alcohol violation
 - ii. After 14 days and negative drug test from physician with drug use violation
- c. If the student athlete and activity participant has completed the SAP process and drugs are not present in his or her system, he or she will become eligible to participate fully at that time.
- d. If a drug test is not taken, the student athlete and activity participant may resume practice or meetings after 14 days, but may not participate in contests, events, or activities for a full 30 days.
- e. Participation of the player after a suspension will be at the discretion of the coach in consultation with the AAD and reviewed by administration.

Guidelines for Voluntary Admission

For the purposes of Policy 227, voluntary admission means:

- a. Any student athlete and activity participant who voluntarily admits to a violation of the policy, prior to a possible known infraction, and who is not under the immediate influence of a chemical substance; or
- b. Any student athlete and activity participant who provides truthful and accurate information during the initial course of an investigation.

Return to Action Progression for Voluntary Admission:

- a. Through voluntary admissions student athletes and activity participants may return to practice after seven (7) days. During these seven (7) days, the student athlete and activity participant is suspended from all team activities.
- b. Following the seven (7) day suspension, the student athlete and activity participant will be able to return to practice until the fourteenth (14) day.
- c. By the fifteen (15) day, provided the student athlete and activity participant has successfully completed the SAP requirements and passed a drug test, he/she will be eligible to return to full participation based on coach's discretion.

Second Offense - A second offense will result in suspension from all co-curricular and/or extracurricular activities for one (1) calendar year.

Third Offense - A third offense will result in suspension from all co-curricular and/or extracurricular activities for the remainder of the student athlete and activity participant's scholastic career.

K. STERIODS

Pennsylvania law prohibits the use of anabolic steroids, except for a valid medical purpose, by any student athlete and activity participant involved in school related athletics. Student athletes and activity participants will be subject to the following penalties for the illegal use of steroids:

First offense: A first offense – will result in a suspension for the duration of the season for the activity.

Second Offense: A second offense – will result in a suspension for the current and next season for the activity.

Third Offense: A third offense – will result in permanent suspension from all activities.

L. TOBACCO (Board Policy 222)

1. Whenever a student athlete and activity participant violates Board Policy 222 Act 145 by possessing any tobacco product on any school grounds or school sponsored activities, the following procedural guidelines should be followed: The student athlete and activity participant should be informed of the violation of Act 145 and the consequences for first offenses and subsequent offenses.

For the purpose of Policy 222, tobacco includes:

- a. A lighted or unlighted cigarette, cigar, pipe or other smoking product or material and smokeless tobacco in any form.
 - b. Electronic cigarettes means any device that is designed or intended to provide a vapor of nicotine, flavor and/or other substance(s) that is inhaled by the user. The term shall include any such devices, whether they are manufactured, distributed, marketed, or sold as e-cigarettes, e-cigars, e-pipes, or under any other product name or descriptor.
 - c. Student athletes and activity participants having lighters in school will receive a detention. Student athletes and activity participants continually violating this policy may receive suspension.
2. Any reasonable evidence of smoking shall justify disciplinary action under this policy. Direct observation of smoking is not required. Student athletes and activity participants will be subject to following penalties for violations of the anti-tobacco policy:

First Offense - On a first offense, the student athlete and activity participant will be suspended from the co-curricular and/or extracurricular program for 10 calendar days along with a SAP (Student Assistance Program) referral for assessment and intervention. The SAP team will refer the student athlete and activity participant to a professional trained to assess substance abuse problems and to make a recommendation for treatment.

Guidelines for Voluntary Admission

For the purposes of this policy, voluntary admission means:

- a. Any student athlete and activity participant who voluntarily admits to a violation of the policy, prior to a possible known infraction, and who is not under the immediate influence of a chemical substance; or
- b. Any student athlete and activity participant who provides truthful and accurate information during the initial course of an investigation.

Return to Action Progression for Voluntary Admission:

- a. Through voluntary admissions student athletes and activity participants may return to practice after seven (7) days. During these seven (7) days, the student athlete and activity participant may continue to attend practice on days not serving a consequence such as an in-school or out of school suspension.
- b. Following the seven (7) day suspension, the student athlete and activity participant will be able to return to play/compete/perform.

Second Offense - A second offense will result in a 30-calendar day suspension from the co-curricular and/or extracurricular program.

Third Offense - A third offense will result in a one (1) calendar year suspension from any co-curricular and/or extracurricular programs.

M. THEFT, VANDALISM OR PROPERTY DAMAGE

1. Student athletes and activity participants are expected to show respect for the property owned by the School District, other schools, private individuals and other private or public entities. Theft, vandalism or damage to property denotes poor school citizenship and any student athlete and activity participant involved in such activity will be referred to the school administration for disciplinary action. In addition to possible suspension or expulsion from school (if applicable), a student athlete and activity participant will be subject to the following disciplinary penalties for violations of this code:

First Offense - On a first offense the student athlete and activity participant will be suspended from the co-curricular and/or extracurricular program for 30 calendar days along with a mandatory SAP (Student Assistance Program) referral for assessment and intervention. The SAP team will refer the student athlete and activity participant to a professional trained to assess mental health concerns and to make a recommendation for treatment. All recommended treatments as a result of the SAP referral must be adhered to at which time the student athlete and activity participant may, after 14 calendar days, resume practice or meetings, but may not participate in contests, events, or activities.

Second Offense - A second offense will result in suspension from all co-curricular and/or extracurricular activities for one (1) calendar year.

Third Offense - A third offense will result in suspension from all co-curricular and/or extracurricular activities for the remainder of the student athlete and activity participant's school career.

N. CRIMINAL INFRACTION

Criminal Infractions denotes poor school citizenship and any student athletes and activity participants involved in such activity occurring during school or school-related activities or with clear nexus and/or in connection with a school-related event or activity will be subject to the Disciplinary Code of Conduct and could result in suspension or expulsion from school. In addition, the student athletes and activity participants shall be subject to the following extra-curricular or co-curricular sanctions:

First Offense - On a first offense the student athlete and activity participant will be suspended from the co-curricular and/or extracurricular program for 30 calendar days along with a mandatory SAP (Student Assistance Program) referral for assessment and intervention.

- a. The SAP team will refer the student athlete and activity participant to a professional trained to assess mental health concerns and to make a recommendation for treatment.
- b. All recommended treatments as a result of the SAP referral must be adhered to at which time the student athlete and activity participant may, after 14 calendar days, resume practice or meetings, but may not participate in contests, events, or activities.
- c. Depending on the severity of the criminal infraction, the administration may choose to enforce the full 30 days of ineligibility.
- d. Participation of the player after a 14-day suspension or a 30-day suspension will be in consultation with the coach/advisor and at the discretion of the AAD and reviewed by administration

Second Offense – A second offense will result in suspension from all co-curricular and/or extracurricular activities for one (1) calendar year.

Third Offense – A third offense will result in suspension from all co-curricular and/or extracurricular activities for the remainder of the student athlete and activity participant’s school career.

If the School District receives verified information that a student athlete and activity participant engaged in criminal conduct outside of the school setting, the student athlete and activity participant’s privilege to participate in extracurricular or co-curricular activities will be subject to the limitations outlined above on First, Second, and Third Offenses.

O. HAZING (Board Policy 247) / Bullying/Cyberbullying (Board Policy 249)/Dating Violence (Board Policy 252)

Manheim Central School District is committed to providing a safe, positive learning and working environment for student athletes and activity participants and staff that is free from bullying, hazing, dating violence, sexual harassment, and other discrimination, and retaliation. These activities are prohibited in connection with any student athlete and activity participant activity or organization regardless of whether the conduct occurs on or off school property or outside of school hours. The School District will not tolerate or condone any type of team or individual hazing or initiation. No student athlete and activity participant, parent, coach/advisor, sponsor, volunteer or District employee shall engage in, condone or ignore any form of bullying, hazing, dating violence, sexual harassment, other discrimination, or retaliation. MCSD encourages student athletes and activity participants who believe they, or others, have been subjected to these forms of bullying or discrimination to promptly report such incidents to the building principal or designee. Reports will be investigated according to the process established in School Board Policies (including but not limited to 247, 252, 249, 103, and 104) and consequences for student athletes and activity participants who violate these policies can range from SAP referral to Suspension/Expulsion and may include Criminal Prosecution.

Manheim Central School District does not discriminate in any manner, including Title IX sexual harassment, in any District education program or activity. More information on Title IX and Policy 103/104 can be found on our District website. For more information or to report a concern, please contact the Manheim Central School District Title IX Coordinators:

Dr. Amy Flannery, Assistant Superintendent
Compliance Officer/Title IX Coordinator (Student athletes and activity participants)
281 White Oak Rd., Manheim, PA 17545
(717) 664-8540; titleix@manheimcentral.org

Any student athlete and activity participant involved in prohibited activity will be referred to the school administration for disciplinary action. In addition to possible suspension or expulsion from school (if applicable), if the School District receives verified information that a student athlete and activity participant engaged in hazing/bullying/cyberbullying/dating violence, the student athlete and activity participant shall be subject to the following sanctions as listed after being given an opportunity to meet with the designated administrator:

First Offense – On a first offense the student athlete and activity participant will be suspended from the co-curricular and/or extracurricular program for 30 calendar days along with a mandatory SAP (Student Assistance Program) referral for assessment and intervention.

- a. The SAP team will refer the student athlete and activity participant to a professional trained to assess mental health concerns and to make a recommendation for treatment.

- b. All recommended treatments as a result of the SAP referral must be adhered to at which time the student athlete and activity participant may, after 14 calendar days, resume practice or meetings, but may not participate in contests, events, or activities.
- c. Depending on the severity of the hazing/bullying/cyberbullying/dating violence incident, the administrator may choose to enforce the full 30 days of ineligibility.
- d. Participation of the player after a 14-day suspension or a 30-day suspension will be in consultation with the coach/advisor and at the discretion of the AAD and reviewed by administration.

Second Offense – A second offense will result in suspension from all co-curricular and/or extracurricular activities for one (1) calendar year.

Third Offense – A third offense will result in suspension from all co-curricular and/or extracurricular activities for the remainder of the student athletes and activity participant’s school career.

P. ADDITIONAL REGULATIONS

1. Student athletes and activity participants suspended or expelled from school for any infraction of the Student Behavior Code may not attend or participate in co-curricular and/or extracurricular activities for the duration of the suspension or expulsion.
2. The privilege of a student athlete and activity participant to participate in co-curricular and/or extracurricular activities may be revoked by the school administration for flagrant or frequent violation of the Student Behavior Code and/or the Baron Code of Conduct.
3. Completion of the season, including post-season, playoffs, tournaments, exhibitions and events is required in order for a student athlete and activity participant to be eligible for the awarding of a varsity letter or other team and individual awards. The obvious exception to this policy code is when injury or illness limits participation. In such a case, the awarding of a varsity letter or other honors will be at the discretion of the AAD and reviewed by administration.
4. Should a student athlete and activity participant violate the Baron Code of Conduct at the end of the school year, a meeting between the student athlete and activity participant, parents, coaches/advisors, athletic director and administration will occur to determine a course of action for the student athlete and activity participant to participate in activities during the summer, as applicable. The student athlete and activity participant will need to make up the hours necessary to participate.
5. Student athletes and activity participants with disabilities who violate the Code of Student Conduct, or engage in inappropriate behavior, disruptive or prohibited activities and/or actions injurious to themselves or others, which would typically result in corrective action or discipline of student athletes and activity participants without disabilities, shall be disciplined in accordance with state and federal laws and regulations and Board policy and, if applicable, their Individualized Education Program (IEP) and Positive Behavior Support Plan
6. For student athletes and activity participants, Pennsylvania Interscholastic Athletic Association (PIAA) regulations will be followed in all cases of transfer, physical examination, insurance coverage, starting dates, use of school equipment, etc.

Q. GRIEVANCE PROCEDURE

1. No student athlete and activity participant shall be suspended from co-curricular and/or extracurricular activities until it is verified that the student athlete and activity participant violated the Baron Code of Conduct. Parents of any student athlete and activity participant suspended under the Baron Code of Conduct may request an informal hearing or file an appeal, in writing as specified in item f below. Administration will reply to the request from parents within 24 hours. The following procedures apply to reports of alleged violations of the Baron Code of Conduct:

- a. Coaches and advisors shall immediately report alleged violations of the Baron Code of Conduct to the building/athletic administration.
- b. The building/athletic administration shall investigate reported or suspected violations of the Baron Code of Conduct to determine their credibility. The administration is concerned that the information is credible, not necessarily the witness.
- c. If a report is verified to be credible, the building/athletic administration shall offer an informal hearing to explain the information to the student athlete and activity participant, allow the student athlete and activity participant to respond and ultimately decide whether or not the student athlete and activity participant should be suspended from co-curricular and/or extracurricular activities.
- d. If the building/athletic administration finds the student athlete and activity participant violated the Baron Code of Conduct, the student athlete and activity participant's parents shall be given notice to inform them that the student athlete and activity participant has been suspended from co-curricular and/or extracurricular activity and that the decision may be appealed. Notice of the suspension shall be provided to the athletic director, when appropriate, and the applicable coach or advisor.
- e. The appeal board shall consist of a building administrator, the athletic director, when appropriate, and one coach/advisor not involved in the student athlete and activity participant's activity. The student athlete and activity participant's suspension shall continue during an appeal. The appeal board shall review the initial determination to decide if it was based upon verified information.
- f. **The decision of the appeal board shall be final.**

For purposes of the Baron Code of Conduct, "verified information" means the accuracy of information is confirmed by any of the following methods: (1) self-admitted involvement by the student athlete and activity participant; (2) witnessed student athlete and activity participant involvement by an advisor, coach, sponsor, School District employee or other credible witness; (3) parent acknowledgment of their child's involvement; (4) an official police report given to the school; or (5) notification of a conviction, delinquency findings or other admission of wrongdoing before a court.

Student athletes and activity participants participating in co-curricular and/or extracurricular activities will be subject to the following rules listed in paragraphs I through O, ***24 hours a day, 7 days a week, and 365 days a year.***