



STATEMENT OF PURPOSE—THE RAILER WAY CODE OF CONDUCT

The Railer Way Code of Conduct describes the essential qualities of the student athlete/activities participant. Successful students should have support from their school, coaches/sponsors, teammates, family, and the community. This success is achieved through responsibility, leadership, and pride. This code outlines the expectations for student conduct and repercussions for violations, as well as the role of school, team, and family in upholding them.

ATHLETIC/ACTIVITIES CODE OF ETHICS

Being a student athlete/activities participant is a privilege. Being a student athlete/activities participant is also a year-round commitment to upholding the Code of Conduct. Students represent not only the Newton Public Schools, but also the Newton community. These students are expected to always act in ways that support the values of the Newton Public Schools. These core values are Get It Done (GID); What's Important Now (WIN); Attitude, Commitment, Effort (ACE); Protect the Brand (PTB); & Energy Giver.

Trustworthiness – Be worthy of trust in all you do.

Integrity – Live up to high ideals of ethics and sportsmanship and always pursue victory with honor; do what is right even when it's unpopular or personally costly.

Honesty – Live and compete honorably, do not lie, cheat, steal, or engage in any other dishonest or unsportsmanlike conduct, always be forthcoming with all information.

Reliability – Fulfill commitments; do what you say you will do; be on time to practices/games/activities.

Loyalty – Be loyal to your school and team/group; put the team/group above personal glory.

Respect – Treat all people with respect at all times.

Class – Live and play with class; be a good sport; be gracious in victory and accept defeat with dignity; help up fallen opponents, compliment extraordinary performance, show sincere respect in pre- and post-game/event rituals.

Respectful Conduct – Do not engage in disrespectful conduct of any sort including profanity, obscene gestures, offensive remarks of the sexual nature, trash talking, taunting, boastful celebrations, or other actions that demean individuals or the sport/event.

Respect for Officials – Treat contest officials with respect; do not complain about or argue with officials' calls or decisions during or after an event.

Self-Respect – Taking pride in oneself and being a person of honor and dignity.



Responsibility

Importance of Education – Be a student first and commit to earning your diploma and get the best education you can. Be honest with yourself about the likelihood of getting an athletic/activity scholarship to participate on a professional level, and remember that many universities will not recruit students that do not have a serious commitment to their education, the ability to succeed academically, or the character to represent their institution honorably.

Role Modeling – Remember, participation in sports/events is a privilege, not a right, and that you are expected to represent your school, coach/sponsor, and teammates with honor on and off the field. Consistently exhibit good character and conduct yourself as a positive role model.

Self-control – Exercise self-control; do not fight or show excessive displays of anger or frustration; have the strength to overcome the temptation to retaliate.

Healthy Lifestyle – Safeguard your health; do not use any illegal or unhealthy substances including alcohol, tobacco, and drugs; or engage in any unhealthy techniques to gain, lose, or maintain weight.

Integrity of the Game – Protect the integrity of the game/event; do not gamble or associate with or deal with professional gamblers.

Sexual Conduct – Sexual or romantic contact of any sort between students and coaches/sponsors is improper and strictly forbidden. Any knowledge of sexual misconduct must be reported to proper authorities.

Citizenship

Concern for Others – Demonstrate concern for others; never intentionally injure any player or engage in reckless behavior that might cause injury to yourself or others. Teammates – Help promote the well-being of teammates by positive counseling and encouragement, or by reporting any unhealthy or dangerous conduct to coaches/sponsors.

Be Fair – Live up to high standards of fair play; be open-minded; always be willing to listen and learn.

Play by the Rules – Maintain a thorough knowledge of and abide by all applicable game/event and competition rules.

Spirit of Rules – Honor the spirit and the letter of rules; avoid temptations to gain competitive advantage through improper gamesmanship techniques that violate the highest traditions of sportsmanship.

Sportsmanship

A general way of thinking and behaving. Students, staff, and spectators are reminded to follow the KSHSAA expectations of sportsmanship as outlined in Rule 52 of the KSHSAA Handbook.

- a. Be courteous to all (participants, coaches, officials, staff and fans).
- b. Know the rules, abide by and respect the official's decisions.
- c. Win with character and lose with dignity.
- d. Display appreciation for good performance regardless of the team.
- e. Exercise self-control and reflect positively upon yourself, team, and school.
- f. Permit only positive sportsmanlike behavior to reflect on your school or its activities.



ROLES AND RESPONSIBILITIES

It is the responsibility of the student athlete/activity participant, team leaders, parents, coaches/sponsors, fans, and the entire Newton Public Schools community to uphold these values. Newton Public Schools will establish and maintain a healthy environment that supports these students as they mature and excel. Newton Public Schools will do this by ensuring that the school environment promotes healthy decision-making related to all aspects of wellness including mental health promotion, proper nutrition, sleep, and abstaining from the use of alcohol, tobacco, Electronic Nicotine Delivery System (*ENDS) devices, and drugs.

School:

The goal of The Railer Way is to improve the health, wellness, and performance, and to reduce substance abuse of student athletes/activity participants. This is done by working on policy change and providing education and training to student athlete/activity participants, parents/guardians, coaches/sponsors, and the fans so they support effective policies in schools. The Railer Way focuses on providing information to student athletes/activity participants about the immediate impact lifestyle choices have on something that's really important to them: their performance!

Coaches/Sponsors:

The role of coaches and sponsors is to develop character, teach leadership skills, and take on a transformational approach.

- Facilitate discussion to determine expectations for the team/group.
- Define "success" and set goals for individuals and teams/groups for the season ahead.
- Communicate expectations to parents.
- Exemplify the highest moral character as a role model for young people.
- Recognize the individual worth and reinforce the self-image of each team/group member.
- Establish a realistic team/group goal or vision for each season and communicate that to the student athletes/activity participants and parents.
- Encourage and assist team/activity members to set personal goals to achieve their highest academic potential.
- Create a set of training rules for student athletes/activity participants that reflect the positive values of abstaining from the use of alcohol, tobacco, and other drugs (performance degrading substances).
- Encourage student athletes to participate in the summer weights and conditioning program. Support students by attending some of these sessions.
- Implement summer activities to advance the sport/activity and provide further training for students. Provide opportunities to prepare for the upcoming year in accordance with KSHSAA rules.
- Strive to develop the qualities of competence, character, civility, and citizenship in each team/group member, as outlined in the student athletic/activities policy/code.
- Provide a safe, challenging and encouraging environment for practice and competition.
- Gain an awareness of the importance of prevention, care and treatment of injuries.



- Respect the integrity and judgment of the game/event officials.
- Teach and abide by the rules of the game/event in letter and in spirit.
- Build and maintain ethical relationships with other coaches/sponsors and administrators.
- Strive for excellence in coaching/sponsoring skills and techniques through professional improvement.
- Promote personal fitness and good nutrition.
- Be modest in victory and gracious in defeat.
- Refrain from use of alcohol, tobacco, or other drugs before, during, or immediately after practices and games/events or until my supervisory duties are completed.

Parents/Family:

The role of parents and family are to be a positive support for the students and staff who are participating in representing Newton Public Schools, and to be positive representatives of the Newton community.

- Be a positive role model so that through my own actions I can help make sure that my child has the best athletic/event experience possible.
- Be a "team/event" fan, not a "my kid" fan.
- Weigh what my child says in any controversy, since it is normal for youth to tend to slant the truth to their advantage.
- Show respect for the opposing players, coaches/sponsors, spectators, and support groups.
- Be respectful of all officials' decisions.
- Not instruct my child before or after a game/event, because it may conflict with the coach's/sponsor's plans and strategies.
- Praise student athlete/activity participants in their attempt to improve themselves as students, as athletes/activity participants, and as people.
- Gain an understanding and appreciation for the rules of the sport/event.
- Recognize and show appreciation for an outstanding play by either team/group.
- Help my child learn that success is experienced in the development of his/her skills, and that he/she can feel positive about their skill development during the season, regardless of the team's/group's record.
- Take time to talk with coaches/sponsors in an appropriate manner, including proper time and place, if I have a concern. I will respect the coach/sponsor by following the designated chain of command as outlined in the General Policies section.
- Support the alcohol, tobacco, and drug-free policies of our school by refraining from the use of any such substances during athletic/activity performances. I will also support my child and hold him/her accountable for their commitment to non-use of substances as outlined in the Code by **not hosting parties that have alcohol, tobacco, Electronic Nicotine Delivery System (*ENDS) devices, or drugs; or allowing my child to be at a party with alcohol, tobacco, Electronic Nicotine Delivery System (*ENDS) devices, or drugs.**



Team Leaders (Captains, Officers, & those designated by coaches/sponsors as leaders):

The role of team leaders is to provide representation and leadership for their peers on the team/organization.

- Exemplify the highest standards of character and duty to team/group, school, and community.
- Conduct on and off the fields of play/performance with behavior that is an example to others.
- Possess high level communication skills and be willing to confront any behaviors of concern or violations of standards of student athlete/activity participant code of conduct among peers.
- Act as a conduit between team/group and coach/sponsor.
- Bring any serious concerns to the attention of adult authority.
- Hold team/group meetings to discuss chemical health and behavioral issues.
- Act to insure an inspire team/group goals and effectiveness.

Student Athletes/Activity Participants:

- Be physically fit (athletes). Be mentally prepared.
- Be loyal and dedicated to their family, team, teammates/groups, school, and coaches/sponsors.
- Have and maintain a record of acceptable and appropriate citizenship, character, and personal conduct, both inside and outside the school environment. In regard to a student's questionable eligibility, the administration will investigate and make the determination. In a finding of ineligibility, this determination will also include specific periods of time. Students with D's or F's in classes may be withheld from games/contests until their grades are at a reasonable level (determined by AD or Head Coach/Sponsor).
- Comply with the coaches'/sponsors' procedures for pre-season practice and try-outs. If there are circumstances (physical or otherwise) which involve the athlete/activity participant, it is important that the coach/sponsor and/or administration be notified in advance of the situation.
- Attend all practices, scrimmages, games/performance, meets or matches. Acceptable absences include those for (and including KSHSAA policies): illness, college visitations, doctor appointments, religious holidays, death of a family member and school sponsored activities approved by the administration. Teacher-sponsored trips (example: trips taken during vacation to Europe, Canada, etc.) and family vacations will not be considered excused absences. Parents and student athlete/activity participants are asked to make these decisions prior to the beginning of the sports/events season. Realizing special situations may occur; the student athlete/activities participants and parents can apply for a waiver to this rule from the administration or coach/sponsor. If the waiver is granted, the student athlete/activity participant may be required to sit out contests/meets/events upon returning from the trip. It is necessary for the student athlete/activity participant to apply for this waiver well in advance of the absence.

Fans (Anyone who is watching an event):

- Any person who attends a school sponsored extra-curricular activity who behaves in a disorderly or unsportsmanlike manner may be ejected. The administration may exclude anyone who is found to be disorderly or unsportsmanlike from extra-curricular or athletic/activity events for up to one year. "Sportsmanship is good citizenship in action!" (Rule 52, KSHSAA Handbook)



ELIGIBILITY REQUIREMENTS

Eligibility for student athletes/activity participants is governed by the KSHSAA. This eligibility requirement is set for all levels of competition (Varsity, JV, Freshman, and Middle School).

A student athlete/activity participant must meet the following eligibility requirements:

1. An athlete, spirit, or spirit competition group must have passed a physical examination and have submitted a Physical Examination Form approved by the KSHSAA to the Athletic Department prior to playing or practicing a sport at Newton High School or Chisholm Middle School. **The Physical Examination shall not be taken earlier than May 1 preceding the school year for which it is applicable.**
2. A student athlete/activity participant is eligible for interscholastic competition for no more than two semesters in grade seven and two semesters in grade eight. Once the student has been promoted from grade eight, high school eligibility begins, and the student does not have more than eight consecutive semesters of eligibility once entering grade nine.
3. Each Public-School student must meet all KSHSAA eligibility requirements including: **passing a minimum of 5 classes** the previous semester (summer school doesn't apply), and be **enrolled in a minimum of 5 classes in the current semester.**
4. Nonpublic school students, in accordance with new legislation enacted this past year, are eligible to participate in KSHSAA sponsored activities without enrollment in the local public school. This eligibility is granted by completing an online application through the KSHSAA and meeting the below provisions:
 - (a) Any student who meets the requirements of this section shall be permitted to participate in any activities offered by a school district that are regulated, supervised, promoted and developed by the activities association referred to in K.S.A. 72-7114, and amendments thereto. A student shall be permitted to participate in any such activities if such student:
 - (1) Is a resident of the school district;
 - (2) is enrolled and attending a nonpublic elementary or secondary school;
 - (3) complies with the requirements of K.S.A. 72-6262, and amendments thereto, prior to participation in any such activity;
 - (4) meets any applicable age and eligibility requirements set forth by the activities association referred to in K.S.A. 72-7114, and amendments thereto, that are not otherwise in conflict with this section;
 - (5) pays any fees required by the school district for participation in such activity if such fees are generally imposed upon all other students who participate in such activity; and
 - (6) seeks participation at the appropriate school of the school district that corresponds to where such student resides within the school district's respective school attendance boundaries established by the board of education of the school district.
 - (b) (1) Any student attending a home school who seeks to participate in an activity in the student's resident school district shall be deemed to meet any academic eligibility requirements established by the activities association for participation in an activity if:
 - (A) The student is maintaining satisfactory progress towards achievement or promotion to the next grade level; and



(B) the parent, teacher or organization that provides instruction to the student submits an affidavit or transcript to the activities association indicating the student meets the academic eligibility requirements of subparagraph (A).

(2) Upon submission of an affidavit, the student attending a home school shall be deemed to meet any academic eligibility requirements established by the activities association and shall retain such academic eligibility during the activity season for which such affidavit is submitted.

(c) The board of education of a school district may require a student who participates in an activity pursuant to this section to enroll in a particular course or complete a particular course as a condition of participation, if such requirement is imposed upon all other students who participate in such activity.

(d) Except as provided in subsection (b), any student who seeks to participate in an activity pursuant to this section shall be subject to any tryout or other participation requirements that are otherwise applicable to all other students for participation in the activity.

5. In addition to KSHSAA (Kansas State High School Activities Association) eligibility requirements, Chisholm Middle School maintains the following expectations of students who represent CMS in athletics/activities. The Academic Deficiency List (ADL) used to determine weekly eligibility will be generated on Wednesday mornings and will affect the activities/events in that week from Wednesday through Tuesday. During any sports or extracurricular activity season, each time the student appears on the ADL with two or more F's, he/she will not be eligible to participate in any activities or events that week. The student will not have the opportunity to be eligible until the next ADL is generated. For all Public-School students, this list will be generated through Infinite Campus. For all Non-Public School students, a weekly form (paper or electronic) will be sent to parents and Private-School administrators to fill out. The form should be submitted to the school office by 8 AM each Wednesday confirming satisfactory academic progress during the season.
6. An athlete may play only one sport during a season unless it is approved by the coaches, Athletic Director, and parents with an understanding of which sport takes precedence. Students who are involved in both athletics and other activities must communicate with all coaches/sponsors to outline a plan for participation in each to avoid conflicts.
7. (a) If at any time an athlete receives any type of financial remuneration for participating in sports that are organized by the KSHSAA, athletic eligibility for that athlete will be terminated from all high school sports from the date of the infraction. (b) Accepting a nominal fee for teaching, supervising, or officiating in an organized youth sports program or recreation, playground, or camp activity shall not jeopardize the athlete's amateur status. (c) If an athlete signs a professional playing contract, amateur status will be lost in the sport involved.
8. A member of a school team is a student athlete/activity participant who is regularly present for, and actively participates in, all team/group practices and competitions/events. Bona fide members of a school team are prevented from missing a school practice or competition to compete with an "out-of-school team" of the same sport, scholars bowl, or debate/forensics activity. Whenever a conflict arises between the school team practice/competition and an out-of-school practice/competition on the same day (of a different sport), the school team practice/competition must be honored by the student athlete/participant. Priority must be given, at all times, to the school team, its practices, and its contests.
9. Please consult the Athletic Director if you have transferred from another high school. Certain regulations must be followed to allow the athlete to participate.
10. If an athlete competes in any KSHSAA event under an assumed name, the athlete will be ineligible in all sports.



11. During the school calendar year, student athlete/activity participants may not have any contact with their coach/sponsor for the purpose of practicing or playing at any time other than within the limits of the season as described by KSHSAA rules.
12. Any student athlete/activity participant, coach/sponsor, or spectator who is disqualified from a game/event at the middle school, freshman, junior varsity, or varsity level, for exhibiting unsportsmanlike conduct shall not participate in the next scheduled interscholastic event, including KSHSAA Tournament contests. The athlete/activity participant, coach/sponsor, or spectator is not allowed to attend the next scheduled event. There is a two-game/event suspension for an athlete/activity participant who is removed from a game/event due to fighting. The student, coach/sponsor, or spectator are required to take an NFHS Sportsmanship course online before returning to play, coach, or watch. b. If any student, coach/sponsor, or spectator receives a second game/event disqualification during the season, that individual will be required to forfeit any participation in that interscholastic sport/event, at any level, for the remainder of that season. c. If the game/event disqualification is administered in the final contest of the season (including tournament play), the penalty shall be carried over in that sport/event and invoked at the first regular season game/event the following academic year. If a disqualification is administered to a graduating senior or coach/sponsor in the final game of coaching for Newton High School, it is the expectation of the KSHSAA that the school will take immediate and appropriate disciplinary action, which could include suspension for those contests in the next season of sport. Spectators who are removed from events may be subject to a suspension from attending any USD373 activities for a period deemed appropriate by administration and the KSHSAA.

GENERAL POLICIES

MANDATORY PRE-SEASON MEETINGS

Pre-season meetings for the student athlete/activity participant and at least one parent/guardian are **MANDATORY** before the student athlete/activity participant is allowed to begin practice or compete in any games/events. There are no exceptions. If the meeting is not attended, the parent/guardian must complete the alternative meeting option **before** the student can begin practice or compete in games/events.

ATTENDANCE

Students must attend school in order to be eligible for participation in an activity. Any student missing 45 minutes or more may not practice or compete/perform that day unless the absence was a school activity or a **NOTE** from a doctor. Other absences (court appearances, funeral, etc...) **WITH PRIOR APPROVAL** from the Administration will be excused.

PRESENTATION

Student's dress and grooming should show good taste for school competitions/events, and should reflect positively on the Newton community.

TRAVEL

Student athlete/activity participants must travel to and from an out of town contest by school vehicle, unless prior arrangements are made. It is preferred that the athlete/activity participant ride home with the team/group unless the parent/guardian are staying in that town to visit or are going in a direction away from Newton. Parents may sign their student athlete/activity participant out with the coach/sponsor after the event. If someone other than the parent will be taking the student athlete/activity participant from the contest/event, the parent must email the administration the day **PRIOR** to the contest/event notifying them of this permission.



PROCEDURE TO ADDRESS CONCERNS

Contact the appropriate coach/sponsor of the particular team/group about concerns or problems related to an athletic/activity program. The chain of command must be used.

Student—Coach/Sponsor—Athletic Director--Vice Principal—Principal—Superintendent—Board of Education.

DISCIPLINARY ISSUES POLICY

In accordance with Kansas law prohibiting underage alcohol consumption, underage tobacco use, and use of controlled drugs; the Newton Public Schools upholds the legal standard for sport and student athlete/activity specific codes of conduct as upheld by the United States Supreme Court.

Because the use of alcohol, tobacco, Electronic Nicotine Delivery System (*ENDS) devices, illegal drugs, and anabolic steroids, prevents the normal development of a healthy mind and body, the following Code of Behavior has been established.

1. No student athlete/activity participant will possess or consume tobacco products, including Electronic Nicotine Delivery System (*ENDS) devices, and/or alcoholic beverages at any time or place, including summers and weekends.
2. No student athlete/activity participant will possess, sell, or use illegal drugs at any time.
3. No student athlete/activity participant will use prescription drugs without the consent of a physician and/or parent at any time.
4. Students who are arrested for drug and alcohol related reasons are subject to this policy.
5. For legal matters that are unresolved and evidence is unclear of the student's level of guilt/involvement, consequences will not be determined until the court has finalized the legal matter.
6. Students who engage in any criminal activity or violations of civil law may be denied participation in an extracurricular program. Recognizing the varying degrees of the severity of the violations (misdemeanors vs. felonies), consequences for such involvement may result in a minor reprimand or denial of participation depending upon the nature of the offense.
7. Any student guilty of intentionally destroying, damaging or stealing property of USD #373 or any other school district, teammate, opponent, or other individuals or groups, while under coach's/sponsors supervision, may be subject to dismissal from all activity teams.
8. If a student is caught violating the code, any costs that are incurred will belong to the student, not the school or organization the student is representing.
9. Students found to be in violation of any Code of Conduct provisions are subject to the consequences as outlined in the policy.
10. All consequences must be satisfied prior to participation in any future activity for the remainder of high school eligibility.

“In the Presence of” Policy: Any student athlete/activity participant who attends a party/gathering where alcohol or drugs are being illegally dispensed, the student athlete/activity participant is required to leave the party/gathering IMMEDIATELY and report their own attendance to a coach/sponsor or administrator before the end of the next school day. This would not include family gatherings and other similar events that are out of the control of the student.

Cyber Image Policy: Any identifiable image, photo or video which implicates a student athlete/activity participant to have been in possession or can logically be assumed to be so from the image of alcohol and /or other drugs or portrays actual use, or out of character behavior or crime (including sexting), shall be confirmation of a violation of the code. This includes ANY and ALL images posted by the student athlete/activity participant via email, Instagram, Facebook, Twitter, Snapchat, TikTok etc.



Athletes Who Host Lose the Most Policy: There shall be a greater consequence for any student athlete/activity participant if it is determined they were involved in the organization, facilitation, promotion, or hosting of any gathering or social event where alcohol or drugs are available, or use has occurred. Penalty should be at a minimum double the first violation status and include a one-year suspension.

Team Leaders Policy: Student athlete/activity participant leaders will be held to the highest standard of behavior as they have chosen to be an example to their peers. Any student athlete/activity participant in a leadership role will face a greater consequence (level 2 or 3 punishment) for any serious code violations.

CONSEQUENCES OF VIOLATIONS

The purpose of the Railer Way is not to penalize students, rather it is to support them as they grow and mature into adulthood in a manner that allows them to become outstanding citizens and contributors to society. It is also to provide support to parents as they grow with their child and as they too help guide them in making good decisions. USD 373 is not in the business of “culling” students and we want to support those that struggle in positive ways when possible.

As is stated in the second section of this document, activity participation is a privilege, not a right. Along with any privilege comes responsibility. The code of conduct was created not for the purpose of labeling students, but rather to guide and support them in their journey to adulthood through providing additional experiences that will enhance their capacity. Sometimes with guidance and support there comes natural consequences for behaviors. We have worked hard to outline those potential consequences. We will work as hard to be consistent and fair in the application of the standards to all situations.

Investigating violations: The administrator handling the incident will investigate a suspected violation applying the two questions below:

- Question 1: Was there a clear technical violation of the code of conduct?
 - If yes, proceed to the next question
 - If no, the matter is resolved and no consequences will be forthcoming.
- Question 2: Did the technical violation clearly constitute a violation of the INTENTION of the policy? At this point contextual factors pertaining to the incident itself that could alter the decision regarding violations of the code or in the case of an appeal, altering of the penalties.
 - If Yes, the code and penalties stand.
 - If no, the administrator will apply their discretion based upon the contextual factors and will communicate that with the superintendent or their designee.

The answers to those two questions will be documented in writing clearly so as to be reviewable in the case of an appeal.

Tiered Suspension: Student athlete/activity participants that are penalized due to an infraction of the code will be suspended, using a tiered system. Any penalties will carry over into the post-season and next sports/competition season they are involved in. Any student who violates the code could become ineligible for awards during the season in which the infraction occurred.

A student who has an infraction will be considered “On Probation” for a period of one year from the date the violation occurred. If no further infractions occur during that probationary period, then the cumulative number of violations for that student will be reduced to zero at the completion of the season that the infraction occurred in the following year.

Self-Referral/Parental Referral (This can be used one time only throughout their middle (1) or high school (1) years, and in relation to substance use only, not general conduct outside of substances) – student will not be suspended from games/competitions. Will be required to provide evidence of counseling/assessment with a qualified Chemical Health Specialist prior to resuming any activities.



Level 1 (first violation) – 20% game/competition suspension (in a 10-game season, 2 game suspension) The student athlete/activity participant must still attend practices, meetings, and team activities, but cannot compete or perform.

Level 2 (second violation) – 50% game/competition suspension (in a 10-game season, 5 game suspension) from the first date of disciplinary action and 5 hours of community service (to be determined by the administration). The suspension terms for a drug/alcohol/tobacco violation may be reduced with the signed agreement of the parent and student to consent to drug testing at the discretion of the administration throughout the probationary period for the violation. The suspension terms for other violation types may be reduced with the signed agreement to restorative practices in accordance with the violation type at the discretion of the administration. The student athlete/activity participant must attend all practices, meetings, and team activities, but cannot compete or perform.

Level 3 (third violation) – Automatic suspension from athletic/activity competition participation for a full calendar year. It will be up to the coach if the student athlete/activity participant will be allowed to remain on the team. The suspension terms for a drug/alcohol/tobacco violation may be reduced with the signed agreement of the parent and student to consent to drug testing at the discretion of the administration throughout the remainder of the athlete/activity participant's career in Newton Public Schools. The suspension terms for other violation types may be reduced with the signed agreement to restorative practices in accordance with the violation type at the discretion of the administration.

In addition, anyone with an alcohol, tobacco, *ENDS, or drug infraction will adhere to the following:

The parent and student athlete/activity participant must see a qualified Chemical Health Specialist to discuss the magnitude and status of the chemical health of the individual. They (parent and student) must also see the School Resource Officer to discuss the legal ramifications of the behavior of concern and to discuss the law and youth risk behaviors such as drinking and driving.

The student athlete/activity participant and parent must commit to an understanding that corrective measures are necessary in order to resume the athletic/activity career or to practice and compete again. This includes a signed document that clearly states:

1. Acknowledgment that a violation has occurred;
2. They (Parent & Student) are willing to make changes in order to resume/continue athletic/activity participation;
3. Will recommit to adhering to the code of conduct;
4. Understanding the next level of consequence that will result should another violation occur. The student athlete/activity participant must also address the teammates and coaches/sponsors by apologizing to the team/group in-person and recommitting to the provisions of the Code by resigning it in front of teammates/group and coaches/sponsors.

APPEALING AN ADMINISTRATIVE DECISION:

The system is not infallible, and we recognize that as a school system, thus we want to ensure we make good decisions based upon not only the letter but also the intention of the policy. If you disagree with an administrative decision as it relates to consequences administered, you have the right to two levels of appeal after the school administrator and/or athletic director has provided their ruling.

The investigating administrator will apply the questions above in the investigating violations section before application of the policy in terms of penalties.

First appeal: If the student and/or parent do not agree with the findings of the building administrator, they may appeal to the superintendent or in their absence, their designee.



- This appeal can be made in writing or via other personal communication mechanisms (in-person, phone, etc.).
- The superintendent or their designee will perform a review of the investigation to ensure that the two questions were applied in a fair manner and the result was just.
- The review may include interviews with the student and parent as well as with the administrator to ask clarifying questions or get more insight as to the context of the situation.
- This will be done on a timely basis such that student participation in competition and other activities is not adversely affected.
- All involved will be informed of the decision, which may include a change in the administration of consequences, in writing by the superintendent or in their absence, their designee.

Second appeal: If the student and/or parent do not agree with the findings of the first appeal, they can formally request in writing for the case to proceed to a second level of appeal that will render a decision.

- This will consist of a review committee that will review the evidence, conduct further interviews or examine aspects of the case, contextual or otherwise, through which the case is being made by the student or parent in which the contextual factors can result in overturning the decision.
- They too will apply the same questions (technical and intent) to provide their ruling.
- That committee will be a neutral panel of 3-5 district administrators that further investigates the matter as described above but still answers the technical and intent questions, further applying context.
- At this level of appeal, there is no guarantee that it will be conducted in such a fashion that it will not interrupt participation in activities or competitions.
- It will be initiated within three weeks of the lodging of the second level of appeal and the review and decision rendered within 6 weeks from the date of the second level of appeal.
- All parties will be informed of the decision in writing by the committee.

If the parent/student is not satisfied with the outcome, it can be addressed through the USD 373 district School Board's complaint policy KN.

KNOWLEDGE, UNDERSTANDING AND AGREEMENT

The Code of Conduct will apply to each student athlete/activity participant for one calendar year (including summer) from the date of his/her most recent signature and will be in effect at all times, in all locations, including non-school activities. Violation of the Code will result in penalties, which are consistent with those identified within the code as determined by the coach/sponsor and/or Administration. Each coach/sponsor also has the prerogative to establish and implement additional guidelines specific to his/her particular team/group.

Honesty Clause

In the event of a code violation, all parties agree to the following:

Athletic/Activity Code of Conduct:

- I will be cooperative
- I will be forthcoming and truthful with all information about the violation being investigated.

I HAVE READ, UNDERSTAND, AND AGREE TO FOLLOW ALL TERMS DESCRIBED IN The Railer Way Code of Conduct.

By signing this document, I indicate that I have knowledge, understanding, and agreement to these standards, set forth in order for my (CMS/NHS Student) to be afforded the privilege of representing Newton Public Schools as a student athlete/activity participant. I am also aware and agree that this policy is in effect for a full calendar year, or until the next year's Code of Conduct is approved and signed, including weekends and summers, and any violation of any of these standards shall result in the consequences contained within this policy.

Revised 9/7/23