

Mercy Academy Athletic Handbook

2026 - 2027



“The simplest and most practical lesson I know is
to resolve to be good today, but better
tomorrow.”

Catherine McAuley,
Foundress of the Sisters of Mercy

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Letter from the Athletic Director

Dear Jaguar Families,

Welcome to a new year of Mercy Athletics! Whether this is your student-athlete's first season or her final lap as a senior, we are grateful to walk alongside you as she develops through her sport. At Mercy, athletics is far more than competition. It is an extension of the classroom. It's a place where our student-athletes learn to lead with integrity, persevere through adversity, and contribute to something greater than themselves. We believe that when we develop the whole athlete - her character, her mindset, her habits - the results follow. Wins on the scoreboard matter, and we pursue them. We also intentionally do things the right way, resulting in our athletes leaving Mercy having already won in more ways than one.

Our athletic program culture is rooted in core values we can easily remember with "**J.A.G.S.**":

- **Judgment** – making wise choices on and off the field.
- **Accountability** – taking ownership of words, actions, and effort.
- **Grit** – showing up, pushing through, and finishing strong.
- **Spirit** – bringing energy, joy, and pride to our school and teammates. #MPBTB

These values shape the way we compete, coach, and connect as a community. They are our playbook for forming women of Mercy who are equipped to lead and serve - on their playing surface, in the classroom, and far beyond.

This handbook serves as a guide for student-athletes and their families to understand the expectations, commitments, and opportunities that come with being part of Mercy Athletics. It includes everything from eligibility requirements to team policies, award recognition to how we handle challenges. But more than that, it represents a shared promise: to do things the right way, together.

Thank you for trusting us with your student-athletes. Thank you for cheering them on in the wins and the losses. But most of all, thank you for believing, as we do, that success is about far more than a scoreboard.

We're proud to have you in the Mercy Athletics family.

With gratitude and **grit**,
Lorraine Carner



Director of Athletics
Mercy Academy



Introduction to Mercy Athletics

Mercy Athletics is home to 16 athletic programs, 26 teams, over 60 coaches, and over 300 athletes. Our student-athletes compete in accordance with KHSAA guidelines and represent Mercy with pride, commitment, and integrity.

Participation in athletics at Mercy is a privilege that comes with high expectations both on and off the field. This handbook outlines the policies, procedures, and responsibilities associated with team membership, as well as the values that guide our culture.

All athletes and families are expected to read and understand the contents of this handbook before the start of each season. Questions may be directed to your coach or the Athletic Department.

Mercy Athletics Department Philosophy

At Mercy Academy, we believe athletics are an extension of the classroom, a vital space where young women grow in confidence, character, and community. Grounded in our Catholic identity and guided by the values of Judgment, Accountability, Grit, and Spirit (J.A.G.S.), Mercy Athletics exists to develop the whole student-athlete.

We are not *only* preparing athletes to win games, but we are preparing them to lead, to persevere, and to show up with integrity in every area of life.

We are committed to:

- Creating a culture where wise decisions, team-first behavior, and growth mindset are the standard.
- Providing the highest quality coaching, programming, and support.
- Encouraging our student-athletes to take ownership of their experience as leaders, teammates, and young women of Mercy.
- Partnering with families in a spirit of mutual respect, trust, and shared purpose.
- Celebrating the joy and spirit of competition, while remembering that success takes many forms.

Our goal is for every Jaguar to leave Mercy Athletics proud of their journey - stronger, more confident, and ready for what comes next.

J.A.G.S. – The Core Values of Mercy Athletics

At Mercy Academy, we don't just play to win - we play with purpose. As student-athletes, coaches, and supporters, we are expected to carry ourselves according to the values that define what it means to be a Jaguar.

These values form the foundation of our athletic culture, guide our decisions on and off the field, and shape the kind of women our athletes are becoming. We call them J.A.G.S.:

J – Judgment | Make wise choices.

- Think before you act—on the field, in the classroom, and in life.
- Represent yourself and your school with integrity
- Be aware of how your actions affect your team
- Use social media and digital platforms responsibly

A – Accountability | Own your actions.

- Be responsible, reliable, and ready to lead.
- Show up on time and prepared - every practice, every game, every class, every test
- Follow through on commitments, even when it's hard
- Accept feedback and use it to grow

G – Grit | Push through.

- Stay focused, work hard, and never give up - especially when it's tough.
- Bring effort and energy regardless of the scoreboard
- Embrace challenges as opportunities
- Fight for your team, your goals, and your personal best

S – Spirit | Bring the energy.

- Support your teammates, take pride in your team, and play with passion.
- Celebrate others' success - on your team and beyond
- Show sportsmanship in wins and losses
- Create a culture of positivity and pride everywhere you go - #MPBTB

These values are not suggestions—they are expectations. Being part of Mercy Athletics means living out J.A.G.S. every day. When we do, we become more than just athletes. We become leaders, teammates, and women of Mercy.

Profile of a Jaguar

Profile of a Jaguar Student-Athlete

Being a Mercy Jaguar is more than making a roster. It's about representing something bigger than yourself—with consistency, character, and pride. A Jaguar Athlete understands that every practice, every game, every choice is an opportunity to grow into the kind of leader, teammate, and woman Mercy is known for developing.

She lives out our core values every day, both in uniform and beyond it.

Jaguar Athletes embody the **spirit** of **J.A.G.S.**:

Judgment

- Makes wise choices on and off the field
- Maintains integrity in academics, athletics, and relationships
- Uses social media responsibly, representing herself and her school well

Accountability

- Shows up—on time, prepared, and ready to give her best
- Takes ownership of her performance and behavior
- Accepts feedback with maturity and uses it to grow

Grit

- Embraces hard work, especially when it's uncomfortable
- Stays committed through challenges, setbacks, and tough seasons
- Competes with purpose and finishes what she starts

Spirit

- Uplifts her teammates and leads with positive energy
- Represents Mercy with class—in competition, in the classroom, and in the community
- Plays with passion and takes pride in being part of something bigger than herself

Jaguar Athletes lead by example. They listen to their coaches, respect their opponents, support their teammates, and know that real strength comes from character—not just talent. They are students first, athletes second, and women of Mercy always.

Profile of a Jaguar Parent

At Mercy Academy, we know that behind every strong athlete is a family who supports her journey. Jaguar Parents play a vital role in shaping not just how their daughters compete, but how they grow, lead, and handle adversity. We consider parents to be partners in the work of developing women of Mercy through sport.

A Jaguar Parent leads by example, trusting the process, respecting boundaries, and always remembering that athletics is an extension of the classroom.

Jaguar Parents support the Mercy Athletics mission by demonstrating:

Judgment

- Models respectful behavior in the stands, online, and in conversation
- Understands that coaching decisions are based on team needs, not individual preference
- Trusts that growth, like winning, doesn't always happen on a perfect timeline

Accountability

- Encourages their daughter to communicate directly with coaches when questions or concerns arise
- Honors the chain of communication and approaches conflict with clarity, calm, and grace
- Ensures that their daughter maintains academic and personal responsibilities alongside athletics

Grit

- Stays steady and supportive through wins and losses, slumps and breakthroughs
- Encourages resilience and **accountability** over blame or excuses
- Supports the hard work it takes to earn a role or recover from adversity

Spirit

- Celebrates all players, not just their own
- Shows pride in the program by volunteering, cheering, and showing up well
- Helps build a community where every athlete feels seen and valued

Jaguar Parents understand that their role is not to coach, critique, or control, but to support, encourage, and model the values we want our student-athletes to carry with them for life. When we work together, our Mercy athletes thrive; not just on the field, but in every part of who they're becoming.

Athletic Chain of Command

Communication & Conflict Resolution: The Jaguar Chain of Command

Clear communication is one of the most important parts of any successful athletic program, and also one of the easiest places for things to break down. At Mercy, we intentionally teach our athletes to advocate for themselves, trust their coaches, and grow through healthy conflict.

The structure below isn't just about solving problems, it's about protecting relationships. It empowers our athletes, reinforces the coach's leadership, and gives families a healthy, productive path forward when concerns arise. When we follow it together, we keep our culture strong. While playing time concerns are not the only issues we need to use this chain of command to address, they are the easiest example to use in this handbook.

We ask that all student-athletes and families follow the steps below when a concern arises during the season:

Step 1: Athlete > Coach

If a student-athlete has a question or concern (especially regarding playing time, roles, or team dynamics) she must speak directly with her coach. Learning to advocate for oneself is an essential part of her growth as a leader and as a Mercy Jaguar.

Note: Playing time decisions are made at the discretion of the coach based on multiple factors: effort, attitude, skill, team needs, game situations, and more.

While athletes are encouraged to seek understanding, playing time is not guaranteed and is not negotiable.

Step 2: Athlete > Athletic Director

If the athlete has respectfully communicated with her coach and still feels her concern is unresolved, she may request a meeting with the Athletic Director. At this stage, the Athletic Director will meet with the athlete first, then consult the coach, and schedule a follow-up if necessary.

Step 3: Parent/Guardian > Athletic Director

If the issue remains unresolved after the first two steps, a parent may request a meeting with the Athletic Director, coach, and student-athlete present. We believe the student-athlete should always be part of these conversations, as it directly impacts her experience.

Step 4: Escalation to School Leadership (if appropriate)

Only after the above steps have been followed may a concern be brought to the school administration. This step will include all previous participants (athlete, parent/guardian, coach, and Athletic Director).

Important Reminders:

- We will not discuss other athletes, lineups, or comparison-based concerns.
- We will not address playing time unless the athlete has first spoken to her coach.
- Respectful communication is always expected - from athletes, parents, and staff.
- Emotional situations (right after a game or practice) are not appropriate times for these conversations. We employ a 24-hour waiting period to gain clarity before addressing concerns.
- When we say "playing time is non-negotiable" it doesn't mean those decisions are final - it means those are not decisions that will be changed as a result of a meeting, complaint, or pressure from a parent or athlete. It's a coaching decision based on professional **judgment**, and while athletes are encouraged to seek understanding, it's not up for debate or override.

What is appropriate for an athlete to ask:

1. "Coach, can you help me understand what I need to work on to earn more opportunities?"
2. "What skills or habits can I improve to help the team more?"
3. "Can I get feedback on my role and how I can grow in it?"

What is not appropriate or negotiable:

1. "I should be starting instead of her."
2. "My parents don't think I'm getting enough playing time."
3. "I want to know why I'm not playing more and what you're going to do about it."

Tryouts & Commitment Expectations

At Mercy, tryouts are a meaningful part of our athletic process. They allow coaches to evaluate athletes based on skill, effort, coachability, and team fit. Just like in college and professional sports, tryouts may result in cuts, which are never easy, but often necessary for building competitive, cohesive teams.

We know tryouts can be stressful. Our goal is to make them fair, transparent, and rooted in respect for every student-athlete who puts herself out there.

Tryout Basics

- Each team will hold a minimum of two days of evaluations before final rosters are set.
- Coaches will communicate criteria clearly at the beginning of the tryout period.
- Attendance is required for all tryout days unless pre-approved by the coach or athletic director.
- Eligible transfer students may be granted a tryout upon arrival, but placement is not guaranteed.

Being invited to try out does not guarantee placement on a roster. Athletes are evaluated based on more than just skill, which may include things like: work ethic, coachability, attitude, and team needs.

If You Earn a Spot on a Team

Joining a Mercy team means you are committing to more than a schedule. Meaning you are committing to your coaches, teammates, and the standards of Mercy Athletics.

Athletes are expected to:

- Attend all practices, games, meetings, and team events
- Prioritize their team commitment during the season
- Communicate conflicts or absences directly to the coach in advance
- Uphold all policies in the Athletic Handbook and Student Handbook

Once an athlete accepts a spot on a team, she is expected to finish the season. Quitting a team mid-season (outside of injury or significant personal circumstances) may impact eligibility for future seasons and will be reviewed by the Athletic Director.

If You Do Not Earn a Spot on a Team

We know cuts can be disappointing. If your daughter is not selected for a team:

- Coaches may provide individual feedback if requested.

- We encourage athletes to continue training, stay involved, and try again in the future.
- We celebrate every student who has the courage to try, whether she makes the team or not.
- We are happy to help your daughter find another sport that might better suit her.

Mercy Athletics believes in building both talent and tenacity. Tryouts are a part of that process. Whether your daughter earns a roster spot or not, the experience will help shape her into a more resilient, self-aware young woman, which is always a win.

Multi-Sport Athletes

Mercy strongly supports and encourages multi-sport participation. Student-athletes who wish to play more than one sport in a school year are welcome to do so with the following understanding:

- In-season sports take priority over off-season training or open gyms.
- Athletes must communicate early and often with both coaches involved.
- Tryouts and practices for the in-season sport must be honored unless an exception is pre-approved.

We believe that well-rounded athletes become better competitors and better teammates and we're proud to support those who choose to compete across multiple seasons.

Off-Season & Out-of-Season Expectations

Off-season workouts, conditioning, and skill sessions are encouraged but are not mandatory. However:

- Participation may affect preparedness and competitiveness during tryouts.
- Off-season involvement shows commitment and can help develop leadership within a program.
- All off-season activities must remain voluntary, in accordance with KHSAA rules.

Club & Travel Sport Conflicts

We understand that some student-athletes participate in club or travel sports during their Mercy season. While we respect these opportunities, the following expectations apply:

- Mercy commitments come first during the school season.
- Missing Mercy games or practices for club/travel sports is not acceptable unless pre-approved by the coach and Athletic Director.
- Continued or repeated conflicts may result in reduced playing time or dismissal from the team.

Mercy Athletics is proud of the opportunities our athletes earn beyond school, but we ask that families honor the privilege of representing Mercy Academy first.

Athletic Fee & Jag Pass

Mercy Athletics requires a seasonal participation fee to help offset costs associated with team operations, equipment, officials, and facility maintenance. We strive to keep this fee as affordable as possible while continuing to provide the highest quality experience for our student-athletes.

Athletic Fee

- The athletic fee is \$250 per athlete, per year regardless of how many sports you play.
- Payment is due after the athlete has been rostered on a team.
- Fees are collected through the family's FACTS account.
- This fee is non-refundable, even if the athlete chooses to withdraw or is dismissed from the team.

Jag Pass

The Jag Pass is an all-sports admission pass that provides entry to Mercy's home athletic events (excluding postseason or special tournaments) - two Jag Passes are included with every athletic fee.

Jag Pass Details:

- Once rosters are turned into the Athletic and Business Offices, passes will be given to the coach to pass out at the next practice.
- If you wish to receive your passes prior to your daughter's season, please contact the Athletic Office.
- Additional season passes are available for purchase through the Athletic Office by sending \$75.00 cash or a check (made out to Mercy). We encourage all Mercy supporters (aunts, uncles, cousins, grandparents, etc.) to purchase their Jag Pass today!
- Jag Passes will be numbered and a record of who has which passes will be kept in the Athletic Office. Should your Jag Pass be lost or stolen, we can "deactivate" that number and issue a new Jag Pass.
- These passes will not be valid for away games, special events/tournaments, or any post-season contest - even if those events are held at Mercy.
- Please have your Jag Pass with you to gain free admission. Our volunteers who work the admissions gates are asked not to grant free admission to anyone who cannot produce their Jag Pass.

Jag Passes are not required, but are a great way to support Mercy Athletics throughout the year. Without a Jag Pass, tickets can only be purchased on GoFan or at the gate with a credit/debit card, Apple Pay, Google Pay, etc.

Physicals & Required Forms

Before participating in any athletic activity (tryouts, practices, or games) student-athletes must have specific documentation on file with the Athletic Department. Some forms are required before tryouts, while others are collected after athletes are officially rostered.

Before Tryouts:

- KHSAA Sports Physical Form (valid for a year and 30 days)
 - Must be submitted to Stephanie Uhrich, Mercy's Athletic Trainer (suhrich@mercyjaguars.com)
 - No athlete will be permitted to tryout or practice without a current physical on file
 - Must be completed and signed by a licensed medical provider
 - Downloadable from the KHSAA website or available at your doctor's office

After Rosters Are Finalized: These forms will be collected by the Athletic Department after an athlete has been selected for a team:

- Mercy Athletics Participation Waiver
- Transportation Waiver
- Mercy Handbook Acknowledgment Form (signed by athlete and parent/guardian)
- These forms are required before the athlete may participate in team competition.

Where to Submit Forms:

- Physicals should be turned in to Stephanie Uhrich in the Athletic Training Room or emailed to suhrich@mercyjaguars.com.
- Rostered Athlete Forms will be submitted to the Athletic Office (instructions will be provided after team selections)
- If you have questions about form deadlines, validity, or what's already on file, please contact the Athletic Office or the athletic trainer.

Academic & Attendance Eligibility

At Mercy, our student-athletes are students first. Academic progress and responsible attendance are not only required by KHSAA, but are core parts of what it means to be a Mercy Jaguar.

We expect our athletes to show **Judgment** and **Accountability** by staying on top of their schoolwork and showing up; consistently and responsibly.

Academic Eligibility Requirements

Mercy Academy follows KHSAA and school-specific standards to ensure student-athletes maintain strong academic standing throughout the year.

To be eligible:

- Students must be on track to graduate and at the appropriate grade level.
- Any credit deficiencies from the previous school year must be made up before participation is allowed.
- At the start of the school year, athletes must meet all academic standing requirements before they may try out, practice, or compete.

Weekly Grade Checks

Mercy Athletics conducts weekly academic progress checks to help athletes stay on track and receive support when needed.

- Every Wednesday at 3 PM, PowerSchool grade reports are pulled.
- Athletes must be passing 6 out of 7 classes (70% or higher) to remain eligible.

If a student is failing two or more classes:

- She will be placed on academic probation for one week.
- An email will be sent to the athlete and her parent/guardian outlining the probation status.
- She may still practice but cannot compete in games or events during the probation week.

If after one week of probation:

- The athlete is still failing two or more classes, she becomes ineligible to participate until she meets the passing threshold (6 of 7 courses at 70% or higher).
- Coaches and the athletic department will be notified of her ineligibility.

Ongoing ineligibility:

- If an athlete remains ineligible for six consecutive weeks, she will no longer be eligible to participate in that sport for the remainder of the season.

Note: Winter athletes who are deemed ineligible at the semester break will remain ineligible until the first grade check of the second semester.

Athletic Academic Ineligibility Plan

New for the 2026-27 school year: If a student is deemed ineligible for three (3) weeks in row, she will be placed on an Academic Ineligibility Plan. The following criteria will be required during her probationary period:

- 4 Weekly Scheduled Student/Counselor Check-Ins
- 4 Weekly Scheduled PAC appointments for Academic Support (25 minutes each)

The athlete is responsible for getting the appropriate signatures on her probationary form and checking in with the Athletic Director each week to show her progress. The ineligibility plan must be completed regardless if the athlete becomes eligible during the 4 week plan.

At the end of the initial 4 weeks, the Athletic Director and Dean of Students will determine if the student has completed her academic support plan or if she is recommended to complete an additional 4 weeks of support.

Academic Support for Student-Athletes

At Mercy, we recognize that balancing academics and athletics can be challenging—and we are committed to helping our student-athletes succeed in both.

If a student-athlete is struggling academically, the following support options are available:

Sister Prisca Achievement Center (PAC - located in the Learning Commons):

- The PAC is open during and after school for quiet study, tutoring, and organizational support. Students may drop in or be referred by a teacher or coach.

Teacher Office Hours & Extra Help:

- Teachers are available before or after school by appointment. Student-athletes are encouraged to communicate directly with their teachers when they need clarification or support.

Counseling & Academic Services:

- Our school counselors can assist with study strategies, workload management, and individualized academic support planning.

If an athlete needs help, the first step is to ask - whether that's a coach, teacher, counselor, or teammate. Seeking support is a sign of strength, not weakness.

Attendance & Participation

Consistent attendance is a requirement for athletic participation.

- If a student misses more than three hours of the school day, she may not attend or participate in that day's practice, game, or team event.
- Students who miss school on a Friday due to illness may not participate in Saturday events unless approved by the Dean of Students with a doctor's note.
- Excused absences (field trips, Mercy retreats, conditional absences) do not affect eligibility.
- Students with excessive absences or poor academic standing may be prohibited from participating in school-related events at the discretion of school administration.

Academic and attendance policies are not just rules - they are reflections of our values. Mercy student-athletes are visible and are considered role models in the school. They are expected to lead with focus, responsibility, and consistency in the classroom and on the field. We will support them fully, but we will also hold them accountable.

Uniforms, Equipment & Collection

Mercy Athletics provides student-athletes with uniforms and, in some cases, team equipment necessary for participation. These items represent our school and our values and we expect them to be treated with care and responsibility.

Care & Responsibility

- Athletes are responsible for keeping uniforms clean, properly stored, and in good condition throughout the season.
- Uniforms should be worn only for official team events unless otherwise directed by the coach.
- Equipment issued by the team (i.e., warm-ups, bags, gear) must be maintained and returned as instructed.

Accountability matters. Uniforms reflect the pride and professionalism of Mercy Athletics. Take care of them accordingly.

Uniform Collection

- At the end of each season, coaches will set a date for uniform collection.
 - Athletes must return all items:
 - Clean
 - In good condition
- Labeled with the athlete's name (in a bag if possible)
- Athletes who quit or are dismissed from the team mid-season must return uniforms immediately to the Athletic Office or their coach.

Damaged or Lost Uniforms

- Normal wear and tear (e.g., a tear from sliding or diving) will be covered by the Athletic Department.
- Uniforms that are lost, significantly damaged, or not returned will result in a replacement fee, which may exceed the original cost due to custom or bulk ordering.
- Failure to return uniforms or pay replacement fees may result in:
 - Detentions
 - Withholding of transcripts or schedule releases
 - Ineligibility for future participation
 - Seniors may not receive end of year items for graduation

If there's a concern about damage, turnaround time, or cleaning, athletes should speak with their coach or the Athletic Office as soon as possible.

End of Season Awards & Celebrations

At Mercy, we believe in honoring the time, effort, and heart our student-athletes pour into their teams. Each season should end not just with results, but with reflection and recognition—celebrating the journey as much as the outcome.

Team Celebrations

Each team will hold an end-of-season celebration, organized by the head coach with support from team parents if desired. These events may take the form of banquets, informal gatherings, or recognition ceremonies based on the program's size and culture. Every team member is encouraged to attend.

Participation Recognition and Awards

Student-athletes who are rostered on a freshman or junior varsity team and complete the season in good standing will receive:

- A certificate of participation
- Recognition at their team's season-end celebration
- Program-specific acknowledgments as determined by the coach

Participation certificates are awarded to athletes who do not meet varsity lettering criteria but have contributed fully to their team throughout the season.

Varsity Letters and Awards

Varsity letters represent a meaningful milestone in a Mercy athlete's journey. Each sport maintains its own criteria (developed by the head coach and approved by the Athletic Director) for earning a varsity letter.

These criteria may include, but are not limited to:

- Game participation or minutes played
- Practice attendance and work ethic
- Attitude, leadership, and **accountability**
- Fulfillment of all team and school expectations
- Coaches will share varsity lettering criteria with athletes at the beginning of the season.

Athletes who earn a varsity letter will receive:

- One varsity "M" letter (first time only) - subsequent years result in a varsity bars
- A sport-specific bar or medallion for each additional season of lettering in that sport

Senior Recognition

All senior athletes will be honored at a designated Senior Night during their season. These events are organized by coaches with support from team families and celebrate the contributions, leadership, and legacy of our graduating athletes.

Senior varsity athletes will also receive:

- A graduation pin to be worn at Mercy's commencement ceremony
- A senior banner displayed on campus
- Recognition on Mercy Athletics social media

College-Bound Athletes

Seniors who commit to continuing their athletic careers at the collegiate level will be recognized at one of Mercy's Signing Day Celebrations (fall and spring). Family, friends, teammates, and the Mercy community are invited to attend.

To ensure recognition:

- Athletes must notify the Athletic Office in advance
- Signings must occur within the allowed NCAA/NAIA signing windows
- Resources for recruitment and eligibility are available through the Mercy Athletics Office and linked in the appendix.

Logistics & Operations

Facilities Use

- Mercy facilities may not be used without direct supervision from a coach or authorized staff member.
- Coaches must be present in the immediate area during use of gyms, fields, locker rooms, or the weight room.
- The weight room may only be used under the supervision of a certified coach or the athletic trainer.
- No food, horseplay, or running is allowed in the weight room. Equipment must be used safely and as intended.

Locker Room Expectations

- Locker rooms are shared spaces and should be treated with respect and care.
- Student-athletes must:
 - Keep the space clean and free of trash
 - Store personal items securely (Mercy is not responsible for lost or stolen belongings)
 - Use appropriate behavior and language at all times
- Loitering, filming/photography, or disruptive behavior in locker rooms will result in disciplinary action.

Transportation

- Parents are responsible for their daughter's transportation to and from practices unless otherwise arranged by the coach.
- For games and competitions, Mercy may provide transportation via school buses and licensed drivers.
- Coaches will communicate transportation plans in advance.

Fundraising

The Mercy Athletic Department provides core financial support to each team. However, additional needs such as travel, apparel, or special events may require fundraising.

All fundraising activities must be:

- Approved in advance by the Athletic Director
- Conducted with professionalism and integrity
- Managed in accordance with school guidelines

We encourage team fundraising that builds community, teaches responsibility, and reflects the values of Mercy Athletics.

Inclement Weather & Heat Policy

- The safety of student-athletes is the top priority during extreme weather conditions.
- Heat index guidelines follow the requirements of the KHSAA and Kentucky Medical Association, as outlined in Mercy's Emergency Action Plan (EAP).
- Coaches and the athletic trainer monitor and document Wet Bulb Globe (WBGT) readings for outdoor activities.
- If lightning is spotted or thunder is heard, all activity is suspended for 30 minutes from the last sound or flash.
- Participants and spectators must move to an appropriate shelter.
- School closures do not automatically cancel athletic events—coaches or the Athletic Office will communicate final decisions.

Injury Protocols & Athletic Trainer Access

Mercy Athletics is committed to providing the highest quality care and support for our student-athletes. We are fortunate to have a certified athletic trainer, Stephanie Uhrich, on staff to help prevent, evaluate, treat, and manage athletic injuries.

Athletic Trainer Availability

- Stephanie Uhrich is available after school in her office or out at Evans Park based on team schedules and athletic events.
- Her office is located next door to the Athletic Office across from the large gym.
- Athletes should check in or make appointments directly when needed via email at suhrich@mercyjaguars.com.

Reporting Injuries

- All injuries, whether they occur during games, practices, training, must be reported to the athletic trainer as soon as possible.
- Coaches will also communicate with Stephanie if they suspect or witness an injury.
- If a student is under doctor's care, she must provide a doctor's clearance to the athletic trainer before returning to activity.

Please note: Stephanie is only able to evaluate and treat injuries that occur during Mercy-sanctioned athletic activities. Injuries sustained at club practices, games, or recreational activities outside of school may not be treated in the Mercy training room. In those cases, athletes and families should consult their own medical provider. However, she may be able to help rehab those injuries or even get you into an appointment slot more quickly with a Norton doctor.

Student-Led Communication

Athletes are expected to advocate for themselves by:

- Reporting symptoms honestly and promptly
- Checking in directly with the trainer when needed
- Scheduling their own follow-ups or taping needs when possible

Learning to take responsibility for their health is part of their growth as athletes and as young women of Mercy.

Return-to-Play Requirements

- If a student is removed from activity due to injury, she may not return until cleared by:
 - A licensed medical provider (for more serious injuries)

- OR the Mercy athletic trainer (for minor issues or symptom monitoring)
- Return-to-play is based on best practices in student safety, not game schedules or personal preference.
- For injuries requiring outside care (concussions, fractures, etc.), clearance must be in writing from a licensed provider.

Stephanie works closely with coaches and families to ensure each athlete is fully ready—physically and mentally—before returning to play.

Prevention & Rehab Services

Stephanie also provides injury prevention and rehabilitation support for Mercy athletes. This may include:

- Taping and bracing
- Stretching and mobility routines
- Ice and heat therapy
- Strengthening and recovery exercises

These services are available by appointment or walk-in, depending on her daily coverage schedule. Treatment plans will be determined by the athletic trainer and referrals to other healthcare providers may be required before an athlete returns to sport.

Substance Use Policy

Student-athletes at Mercy Academy are expected to uphold the highest standards of conduct both in and out of uniform. The use, possession, or distribution of alcohol, tobacco, vaping products, illegal drugs, or non-prescribed controlled substances is strictly prohibited and will result in disciplinary action.

This includes:

- Substances used on or off campus
- During the school year or out-of-season
- At school functions, team events, or outside recreational settings

Consequences

Mercy Academy follows the disciplinary protocols outlined in the Student Handbook and KHSAA Bylaws. In addition to school-level consequences, student-athletes may also face:

- Immediate suspension from practices or games
- Dismissal from the team depending on the nature and severity of the offense
- Loss of eligibility for awards or post-season recognition

Prevention & Support

Our goal is not just to enforce policy, but to care for our students. Athletes who are struggling with substance use are strongly encouraged to speak with a coach, counselor, or administrator. Confidential support services are available through Mercy's counseling office.

This policy is grounded in our core values of **Judgment and Accountability**. We expect our student-athletes to make wise choices and serve as role models in the Mercy community.

Appendix

Athletic Department Directory

Athletic Department Staff

Name	Title	Email
Lorraine Carner	Director of Athletics	lcarner@mercyjaguars.com
Robert Broughton	Assistant Athletic Director Associate Head Basketball Coach	rbroughton@mercyjaguars.com
Stephanie Uhrich	Athletic Trainer	suhrich@mercyjaguars.com

Varsity Head Coaches

Sport	Head Coach	Email	Season
Cross Country	Heather Lozon	hlozon@mercyjaguars.com	Fall
Field Hockey	Brittany Johnson	bjohnson@mercyjaguars.com	Fall
Flag Football	David Magee	dmagee@mercyjaguars.com	Spring
Golf	Bailey Wiegandt	bwiegandt@mercyjaguars.com	Fall
Soccer	Taylor Traversa	ttraversa@mercyjaguars.com	Fall
Volleyball	Connie Hulsmeyer	chulsmeyer@mercyjaguars.com	Fall
Basketball	Keith Baisch	kbaisch@mercyjaguars.com	Winter
Bowling	Chris Pifine	cpifine@mercyjaguars.com	Winter
Swimming	D'Arci Freeland	dfreeland@mercyjaguars.com	Winter
Archery	Mary Anne Fitzgerald	mfitzgerald@mercyjaguars.com	Winter
Cheerleading	Randi Thomas/ Ashleigh Isen	rthomas@mercyjaguars.com aisen@mercyjaguars.com	Winter

E-Sports	TBD	TBD	Spring
Lacrosse	Mónica Negrón	mnegron@mercyjaguars.com	Spring
Softball	James Brentlinger	jbrentlinger@mercyjaguars.com	Spring
Tennis	Emily Barnett	ebarnett@mercyjaguars.com	Spring
Track & Field	TBD	TBD	Spring

For the most current list of coaching staff and contact information visit mercyjaguars.com or contact the Athletic Office.

Mercy Academy Athletics Transportation Waiver

Student-Athlete Name: _____

Sport: _____

School Year: _____

As a parent/guardian of the above-named student-athlete, I acknowledge that Mercy Academy Athletics utilizes various modes of transportation for practices, games, and other team-related events. These may include school buses, vehicles driven by coaches, or, in some cases, transportation arranged privately between students and their families.

By signing below, I understand and agree to the following:

Mercy Bus Transportation

- I give permission for my student to ride in a Mercy Academy school bus or approved vehicle for official team travel.
- I understand that Mercy Academy will provide licensed drivers and make reasonable efforts to ensure student safety during transportation.

Coach-Provided Transportation

- I give permission for my student to ride with a Mercy Academy coach in a personal vehicle if transportation is necessary for athletic events and pre-approved by the Athletic Director.
- I acknowledge that Mercy Academy requires all coaches who transport students to have proper licensure and proof of insurance on file.

Student-to-Student Transportation

- I understand that Mercy Academy does not coordinate, monitor, or assume responsibility for transportation provided by other students or families.
- I give permission for my student to arrange or accept rides from teammates or classmates as needed.
- I understand that this transportation occurs at our own risk, and Mercy Academy assumes no liability in the event of accident or injury during student-arranged travel.

I have read and understand the transportation policies above. I agree to hold harmless Mercy Academy, its employees, volunteers, and agents from any liability resulting from the transportation of my student-athlete, except in cases of gross negligence.

Parent/Guardian Name: _____ Signature: _____

Student-Athlete Signature: _____ Date: _____

KHSAA Physical Form Link

All student-athletes must have a current KHSAA physical form on file before participating in any tryout, practice, or team activity.

- Download the KHSAA Physical Form: <https://khsaa.org/forms/ge04.pdf>

Forms must be submitted to Mercy's certified athletic trainer, Stephanie Uhrich, via hard copy or electronically (suhrich@mercyjaguars.com) as directed by the Athletic Department.

NCAA/NAIA Eligibility Resource

Student-athletes interested in competing at the collegiate level should begin preparing early and stay informed of eligibility requirements.

NCAA Eligibility Center:

- Website: <https://web3.ncaa.org/ecwr3/>
- All Division I and II athletes must register with the NCAA Eligibility Center.
- Review core course requirements, GPA standards, and amateurism certification.

NAIA Eligibility Center:

- Website: <https://www.naia.org/schools/eligibility-center>
- NAIA-bound athletes must create a profile and meet academic eligibility standards.

Athletes should speak with their coaches and school counselors early in their high school careers to begin planning for collegiate athletics.

KHSAA Bylaw Citation

Mercy Academy is a proud member of the Kentucky High School Athletic Association (KHSAA) and adheres to all policies, bylaws, and regulations established by the organization. These rules govern eligibility, sportsmanship, amateur status, recruitment, substance use, and many other aspects of high school athletics.

Student-athletes and families are encouraged to familiarize themselves with KHSAA guidelines to better understand their rights and responsibilities.

Access all current KHSAA Bylaws here: <https://khsaa.org/bylaws/>