

**NEISD ATHLETIC CODE OF CONDUCT
COACHES AND ADMINISTRATORS
REVISED 2018-19**

The North East ISD offers a comprehensive program of athletics for students in grades 7-12. Student participation in all sports sponsored by the University Interscholastic League is encouraged. This program of athletics forms a portion of the 360-degree education offered by NEISD.

Regulations have been established to promote appropriate behavior of students in athletics. These regulations are outlined in this, the Athletic Code of Conduct, and the North East Athletic Participation Form. There are expectations outlined for the students in athletics that may exceed those of the general student body. Violation of those expectations will result in opportunities for the student to receive corrective actions in order to remain in the athletic program.

The desire of NEISD is to educate and counsel our students on the serious harmful effects of substance abuse as well as other types of misbehavior. It is the intent of the Athletic Code of Conduct to provide a clearly defined course for students to follow and to instill the belief that a onetime infraction need not result in a pattern for life.

Please read the NEISD Athletic Code of Conduct carefully. Administrators, the athletic department and the campus coordinators and assistant coordinators developed these guidelines. After reading this document it is necessary to sign in all appropriate places and return a signed copy to the head coach of the sport in which you plan to participate. It is suggested that you keep a copy at home for reference.

STUDENT BEHAVIOR GOALS

1. All athletes will be intense competitors in the competitive arena. Outside the competitive arena they are to conduct themselves as ladies and gentlemen and should always show respect to their administrators, teachers, coaches and fellow students.
2. Athletes are to display and model the positive behaviors associated with good citizenship both at school and in the community.
3. Athletes are to serve as positive representatives for their teams, schools and the North East ISD during competition, interactions with their rivals and at all other times.
4. Athletes are to strive for academic excellence and to adhere to the School Board approved Discipline Management Plan, Student Code of Conduct and the Athletic Code of Conduct.

STUDENT ATHLETE GROOMING AND APPEARANCE

Regulations are established to promote and establish a positive appearance of athletes. It is recognized that some expectations for athletes may exceed the expectations for the general student body. The North East Student Handbook dress code will be enforced. Offensive tattoos must be covered as per the North East Student Code of Conduct. Determinations of what is

offensive, inflammatory, or disruptive will be made at the discretion of each campus coordinator. In addition, male athletes will adhere to a grooming code that is recommended by the Texas High School Coaches Association. This includes no earrings, hair shall be neat, off the collar and out of the eyes; facial hair, ponytails, or non-natural hair color will not be allowed; sideburns will be no longer than the bottom of the earlobe. Extreme hairstyles will not be permitted (i.e. non-natural hair color, multicolored, Mohawks, etcetera). Only coach approved headwear and/or apparel using school colors will be worn by an athlete. Students in athletics must adhere to the expected appearance and grooming guidelines.

ATHLETIC CODE OF CONDUCT – VIOLATIONS AND CONSEQUENCES

All coaches are responsible for enforcing the provisions of the Athletic Code of Conduct. This includes communicating the guidelines to students and holding a parent/guardian meeting prior to the beginning of the sport season to explain the expectations. There must be a consistent enforcement of these guidelines in each sport, on each campus and across the school district to include all campuses that have University Interscholastic League athletic programs. It will also be understood that any removal of an athlete from the campus to an alternative setting and/or expulsion carries a suspension from participation in athletics until the student returns to the campus and has served out the penalty.

SOCIAL MEDIA (as written in the student code of conduct)

Students are prohibited from possessing, sending, forwarding, posting, accessing, or displaying electronic messages that are abusive, obscene, sexually oriented, threatening, harassing, damaging to another's reputation, or illegal. This prohibition also applies to conduct off of school property, whether the equipment used to send such messages is district-owned or personally owned, if it results in a substantial disruption to the educational environment.

Any person taking, disseminating, transferring, possessing, or sharing obscene, sexually oriented, lewd, or otherwise illegal images or other content, commonly referred to as "sexting," will be disciplined according to the Student Code of Conduct, may be required to complete an educational program related to the dangers of this type of behavior, and, in certain circumstances, may be reported to law enforcement.

Releasing or threatening to release intimate visual material of a minor or adult student may result in expulsion or placement in the Disciplinary Alternative Education Program (DAEP) under Chapter 37 of the Texas Education Code.

Consequences

The administrator will determine a campus-based consequence as reflected in the Student Code of Conduct.

1. Conference with student and parent to sign contract and review participation form for signatures.
2. Athletes are held to higher expectations and standards than other students and as such

other practice opportunities may be restricted/removed as determined by the athletic coordinator and the head coach of the sport.

OFF CAMPUS - DRUGS, TOBACCO AND ALCOHOL VIOLATIONS

If a student is found to sell, give, deliver to another person or possess, use, or be under the influence of marijuana or a controlled substance, a dangerous drug, marijuana-like substances, or alcohol as defined by law **or to be in possession or use tobacco products including but not limited to cigarettes, E-cigarettes, cigars, pipes, chewing tobacco snuff or any other form of tobacco and the described violation is in another location or at a non-school event it will be investigated as prescribed by school district procedure and the same consequences shall be administered if a preponderance of evidence indicates the student has violated the Student Code of Conduct.** The period of suspension may be extended beyond the set minimum by the athletic coordinator with the approval of the principal. These potential consequences exist in addition to those authorized in the Student Code of Conduct for behavior occurring on or within 300' of school property or while attending a school-sponsored or school-related activity on or off school property.

Consequences

Tobacco & Vaping E-Cigarette Offenses

1. **First violation-** Conference with student and parent to sign contract
Other practice opportunities and consequences as determined by the athletic coordinator and the head coach of the sport
2. Second violation- same as first violation with one week suspension
3. Third violation- same as first violation with 3 week suspension

Alcohol Offenses

1. **First violation** 3 week suspension from all athletic competition
Conference with student and parent to sign contract
Other practice opportunities as determined by the athletic coordinator and the head coach of the sport
2. Second violation- same as first violation with a 6 week suspension
3. Third violation- third violation – removal from program 1 calendar year

Drug Offense

1. First violation- 6 week suspension from all athletic competition
Conference with student and parent to sign contract.
Other practice opportunities as determined by the athletic coordinator and the head coach of the sport
2. Second Offense- same as first violation with a 12 week suspension
3. Third Offense- removal from the entire program for one calendar year or the remainder of the athlete's career.

VIOLATIONS ON SCHOOL PROPERTY, SCHOOL SPONSORED EVENT OR A SCHOOL RELATED ACTIVITY

****All athletes placed in a Disciplinary Alternative Educational Program (DAEP) for any category offense will begin to serve the athletic penalty once they return to their campus. The athletic punishment does not run concurrently.**

CATEGORY ONE OFFENSES (Student Code of Conduct)

A student shall be expelled and referred to the Juvenile Justice Academy (JJA) for any Category One offenses if committed on school property or while attending a school sponsored or school related activity on or off of school property. For athletic purposes, the consequences shall apply on or off campus.

Consequences

- First offense - removal from the athletic program for eighteen weeks to one year or for the remainder of the expulsion or for the remainder of the student's career. A parent/student contract must be signed by all three parties- head coach, student and parent.
- Second offense - removal from the athletic program for the remainder of the student's career. The conference shall apply.

CATEGORY TWO OR THREE OFFENSES (Student Code of Conduct)

A student shall be placed in a DAEP or may be expelled for violations in Category Two. A student shall be placed in a DAEP for violations in Category Three. For athletic participation purposes, the consequences shall be the same in either category and apply for violations occurring on or off campus.

Consequences

- First offense – removal from the athletic program for nine weeks or the length of the expulsion/alternative school assignment if it applies. A conference and contract signed by head coach, parent and student shall apply with additional practice related conditioning as determined by the athletic coordinator and head coach of the sport.
- Second offense - same as the first with an eighteen week suspension becoming applicable.
- Third offense - removal from the athletic program for one year or for the remainder of the student's career.

CATEGORY FOUR OFFENSES (Student Code of Conduct)

A student may be placed in a **Disciplinary Alternative Educational Program (DAEP)** if the student engages in any of the offenses in Category Four while on school property, at any school facility, at any school sponsored or school related activity, or on a school bus. It is the intent of the Athletic Code of Conduct that the campus administrative and coaching staffs use their best

judgment to determine the level of the consequences based on the severity of the violation. Consistency is emphasized as a priority at the campus across all sports and also across the school district in assessing consequences for violations.

It is not the intent of the Athletic Code of Conduct to remove students from the program for violations in this category unless the student is assigned to a DAEP as indicated above or the behavior warrants removal in the judgment of the head coach, athletic coordinator, and/or the principal. Therefore, there are options for consequences that can be enforced by the head coach, athletic coordinator, and/or the principal. Options range from a warning, to a conference, to ISS Level One or Two, to suspensions, from participation in athletics, for up to one year. These may very well include consequences that carry a suspension and at minimum the conference procedure will be triggered. Any Category Four violation may include consequences of conditioning drills for the athlete as determined by the head coach and the athletic coordinator regardless of whether the student is ultimately removed from campus and assigned to a DAEP.

Consequences

- First offense - determine the severity; recommend conference and documentation for possible persistent misbehavior issues. Consequences determined by the head coach with input from the athletic coordinator as needed. Campus principal will make a determination regarding DAEP referral. If referral occurs, student is subject to additional consequences as detailed for Category Two or Three offenses above.
- Second offense - determine the severity; recommend increased consequences and/or suspension.
- Third offense - determine the severity; recommend increased consequences and suspension for three days up to three weeks.

RETURN TO THE TEAM DECISIONS AND QUITTING A SPORT

Students in leadership positions and who participate in athletics in NEISD are subject at all times to School District Policy and University Interscholastic League rules regarding that participation. The student's privilege of participation in these activities may be revoked, suspended or otherwise adversely affected at any time when:

- The head coach of the sport, athletic coordinator, or principal determines that the student's conduct has an incidental negative effect on the morale or discipline of other participants in the sport.
- The head coach of the sport, athletic coordinator, or principal determines that the student's participation has a negative impact on the reputation of the student's team, school or school district.
- The head coach of the sport, athletic coordinator, or principal determines that the student's conduct warrants the revocation or suspension of the student's participation as a disciplinary measure.

Any time an athlete quits a sport during the season of that sport the athlete is suspended from going to another sport without the approval of the head coach of the sport he/she quit and the approval of the athletic coordinator. This period exists until the previous sport team has completed its

competition. The athlete should understand that he/she may be adversely impacted in the sport that he/she quit as to any post season awards or lettering in the sport.

It is the intent of these policies that the head coach of the sport provide the direction in recommending a course of action that he/she determines is best for the student, the team and the school or school district with that recommendation going first to the athletic coordinator and then to the principal.

TRYOUTS

An athlete who is under any penalty or suspension for violation of the Athletic Code of Conduct and misses a tryout for a sport will be afforded an opportunity to try out for the team at the conclusion of the penalty or consequences. Such tryout will be under the direction of the head coach of the sport. It shall be the responsibility of the athlete to make the request for the tryout to the head coach of the sport.

DEFINITIONS

1. Suspension - this is removal from competition. Students will continue to practice unless otherwise determined by the head coach of the sport.
2. Removal - this refers to taking an athlete out of the athletic program. If it is impossible to change the athlete's schedule, the athlete will remain in the athletic class under supervision by the coaching staff. Removal is generally intended to be for the length of an expulsion, for one year, or for the remainder of the student's career.
3. Conference - this is to be conducted between the head coach of the sport, the student athlete in question, and the athlete's parents or guardian. It is to be documented and placed in the student's athletic file.
4. Consequences - these may range from a warning, to a conference, to conditioning drills, to ISS Level One or Two, to expulsion, to removal for a period of time or removal for the remainder of the student's career.
5. conditioning drills - a wide range of physical consequences that involve physical conditioning drills that can be connected back to the sport and be beneficial to the athlete in improving his/her physical conditioning
6. Length of penalties - penalties that involve suspensions of days will require that the days run consecutively as calendar days beginning with the first day the violation is reported and continue until school is out on the last day of the penalty.
7. Carry over penalties - penalties that occur late in the school year or at a time such that the days cannot be served prior to the end of school will carry over to the next school year beginning with the first day of UIL practice or the first day of school whichever is appropriate.
8. Cross over violations - this refers to violations that occur in another UIL or school activity besides athletics. Athletic penalties remain in the athletic department but it is understood that the head coach of the sport, the athletic coordinator, and/or the principal may determine that the severity of the violation is such that it may carry over from another

activity to athletics. It is not the intent to punish the student beyond a reasonable level but it is the intent to maintain the integrity of the athletic program throughout this process.

9. Transfers with penalties - students moving from one NEISD high school to another will carry with them a penalty involving a suspension from athletics. Removal penalties for the student's career will be evaluated by the two principals involved and they will make a final decision as to the future involvement of the student.

ISS LEVEL ONE

Students may practice and participate in competition during the ISS Level One assignment.

ISS LEVEL TWO

Students may practice but not participate in competition until school is out on the last day of the ISS Level Two assignment.

- ❖ Middle school students assigned to ISS will not be allowed to practice or compete in a contest until they have completed their ISS assignment. On the day ISS is completed, they will then be permitted to practice and/or compete in a contest.

INVESTIGATIONS

North East ISD intends to provide a fair and equitable procedure for investigations of alleged misconduct by students who participate in extracurricular activities. UIL/North East Athletic participation allows a higher standard for each student participating to include investigating misconduct at a non-school event or off campus. These procedures will be universally applied throughout all North East ISD campuses and programs, and will be enforced regardless of whether the alleged misconduct occurs on or off school district property or school-sponsored event.

For purposes of these procedures, "misconduct" is defined as actions or omissions by a student that constitute a violation of the North East ISD Student Code of Conduct, the Extracurricular Code of Conduct, and/or the constitution, code of conduct, or other applicable rules set forth by the particular extracurricular activity in which the student participates.

NATURE OF COMPLAINT OR ALLEGATION

Anonymous complaints or allegations concerning a student received by a coach or sponsor that raise potential misconduct as defined above will be considered only to the extent that there is a sufficient factual basis set forth therein to substantiate the complaints or allegations. In the event the anonymous complaint or allegation meets this standard, it will be investigated in accordance with the procedures set forth below.

Oral and/or written complaints or allegations concerning a student received by a coach or sponsor that raise potential misconduct as defined above will be considered and investigated in accordance with the procedures set forth below.

All complaints or allegations of potential misconduct by a student participating in an

extracurricular activity received by a coach or sponsor will be documented using a District-standardized form, with a copy of the form to be sent to the campus principal, his/her designee and, when necessary, the appropriate central office administrator.

INVESTIGATION PROCEDURE

In all cases of reports of misconduct as appropriate and as required by law that may result in disciplinary action for the student, the investigation shall be conducted by any one of the following: the coach, director, campus, central office administrator, and/or any combination thereof. The investigation should be conducted as soon as possible after receipt of the complaint or allegations, but in no case shall the investigation commence any later than five (5) school business days from receipt.

The fact-finding procedures may include, but are not limited to, the following:

1. Upon receipt and documentation of the complaint or allegations, the investigator(s) shall conduct all necessary interviews with the complainant along with any other fact witnesses for the purpose of gathering the facts needed to determine whether the accused student committed the purported misconduct. Whenever possible, the investigator(s) should obtain written statements from such witnesses.
2. The investigator(s) as deemed appropriate depending upon the scope of the investigation, must also gather and review any other relevant documentation and physical evidence, if any, related to the investigation and retain a copy for the investigative file
3. Upon completion of all necessary interviews and witness statements, and gathering of other documentation, the investigator(s) shall meet with the accused student to afford that student the ability to address each and every complaint or allegation investigated. The accused student should also be given the right to prepare and submit a written statement.
4. Once the accused student has responded, the investigator(s) must then determine whether the preponderance of the evidence gathered during the investigation demonstrates that misconduct occurred. Preponderance of the evidence means that it is more likely than not that the misconduct occurred. Prior to making a final determination, the investigator(s) shall consult with an appropriate supervisor in their chain of command to review their evidence and findings.
5. If the accused student denies engaging in the misconduct alleged, or any other misconduct, and the investigator(s) concludes that a preponderance of the other available evidence does not support that any misconduct occurred, then the accused student shall be informed in writing that the investigation is closed with no further consequence to be imposed.
6. If the investigator(s) concludes that a preponderance of the evidence supports that the accused student engaged in misconduct, then the student shall be informed of the conclusions in writing and appropriate disciplinary action shall be imposed.
7. The District is not bound by any concurrent law enforcement investigation that may be conducted into the complaints or allegations of misconduct by any outside agency nor is the District bound by the outcome of any law enforcement proceeding against an accused student. Such proceedings are separate and apart from the District's investigation and are not governed by the same evidentiary standards. The District reserves the right to take necessary disciplinary action against a student despite any other agency's findings.

8. The investigator(s) shall provide a copy of their findings and disciplinary action imposed on an accused student, if any, to all appropriate supervisors in their chain of command.

NOTICE OF A CONFERENCE – INCLUDES A CONTRACT AND SIGNATURES

APPEALS

All appeals by an athlete of consequences or decisions described in the Athlete Code of Conduct will follow normal NEISD guidelines as described in School Board Policy FNG (LOCAL). DAEP placements and/or disciplinary consequences imposed by campus administrators are not subject to appeal.

*Adopted September 5, 2008
Revised fall of 2018*

NOTICE OF CONFERENCE

Being a part of a North East ISD extracurricular activity is considered an honor and a privilege and not a right. Students are required to abide by the NEISD Athletic Code of Conduct whether or not the student is at school or a school related activity.

North East ISD students involved in extracurricular activities are expected to comply with the disciplinary consequences for any failure to comply with the NEISD Athletic Code of Conduct. The consequences for violation of the standards of conduct set out in the NEISD Athletic Code of Conduct are in addition to any disciplinary consequences imposed by the appropriate school officials for behavior that violates the District's disciplinary rule set forth in the Student Code of Conduct.

This notice confirms that a conference has been held between the student, his/her parent/guardian(s), his/her coach, and a campus administrator.

The following are the consequences to be followed for violation of the Extracurricular Activities Code of Conduct:

The following consequences will result should a future violation of the Extracurricular Activities Code of Conduct occur:

This document must be signed by the student and his/her parent/guardian before the student is reinstated to participate in any extracurricular activity.

_____ Student	_____ Parent/Guardian	
_____ Date	_____ Date	
_____ Administrator	_____ School	_____ Date