Windham High School



Athlete/Parent Handbook

2019-20

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WINDHAM HIGH SCHOOL
WINDHAM, NEW HAMPSHIRE
ATHLETIC HANDBOOK

Windham High School Athletics Philosophy: The athletic program at WHS is a vital component in the overall educational experience. We ask our student-athletes to be competitive both on the field and in the classrooms. We value sportsmanship, growth of the spirit, mind and body. We expect to contribute to the students experience in school while developing desirable character traits including persistence, determination, dedication, tenacity and the will to win. It is our goal to enhance the student athletes well being as an important part of our community. The goals of WHS athletics are to encourage maximum participation of the student body in athletics while maintaining high standards of achievement.

Windham High School Athletics supports the academic mission of the school. We are not separate but rather an extension of a quality educational program. It has been found that students who participate in athletic programs tend to have higher grade-point averages, better attendance records, lower drop-out rates and fewer discipline problems than students do generally. Athletic programs provide valuable lessons on many practical situations, teamwork, sportsmanship, winning and losing, as well as hard work. Students gain experience with self-discipline, self-confidence and develop skills to solve complex situations. All these skills are needed and used later in life as responsible, productive adults.

This athletic handbook is not designed to replace those procedures developed for the general student body, nor do we intend it to cover all situations that may arise. However, it is used as a foundation of what we at WHS believe in and expect from our athletes. As with all school policies, there is a course of action should an infraction take place. Once an administrator finds evidence of a violation, the athlete will be notified of the alleged infraction. There is a due process (see page 3) and the athlete will be given an opportunity to state their version of events and if desired an appeals process may be handled by the Principal. The Windham Athlete/Parent Handbook and its policies are reviewed annually by the New Hampshire Interscholastic Athletic Association and complies with all predetermined by-laws. Any questions regarding the policies should be directed to the Principal or Athletic Administrator.

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

Cooperation During Investigation: It is important for all student-athletes to understand that involvement in athletic programs is a privilege. With the responsibility of being an athlete, comes a commitment for the athlete to be truthful and forthcoming with information. An athlete who is under investigation is expected to:

- Be truthful about the violation being investigated
- Be forthcoming with all information
- Not be deceptive or untruthful
- Be cooperative

If the student-athlete under investigation does not comply with these expectations, the Athletic Director has within his/her authority to impose a greater level of consequence if it is determined that the athlete has lied, been deceptive or untruthful prior to, or after the determination of guilt and/or consequences. Failure to comply with the above conditions may result in full expulsion from the athletic program for the duration of the student-athlete's future career.

POINTS OF EMPHASIS

Drugs, Alcohol Vaping and Tobacco: There should be no illegal use of tobacco, chewing tobacco, electronic smoking devices (Vaping), alcohol or illegal drugs by Windham High School athletes in season or during the school calendar year. Uses of such substances are illegal and a violation of school policy. No student shall be present at a party or gathering in which there is the illegal possession and or consumption of beverages containing alcohol or controlled substances/drugs. Substance abuse is detrimental to a student's academic and athletic performance, is illegal (per RSA 179:10, RSA 179:10-a, RSA 126-K:6, and RSA 318-B:2) and does not contribute to the success of the team. The participation in athletics requires that students refrain from the use (defined as ingestion, possession, transportation, in the presence of, dispensing, distributing, or being under the influence) of alcohol, tobacco, and illegal drugs.

First Violation: When the school administration has determined the above alcohol and substance policy has been violated the student will lose eligibility:

1) For a minimum of two weeks. After 2 weeks the student will be reinstated if he/she agrees to, and completes the following restorative justice plan:

   a) Writing a rehabilitation plan, to include a reflective narrative.
   b) Corrective: The student-athlete and parent must commit to an understanding that corrective measures are necessary in order to resume the athletic career or to practice and compete again. Includes a signed document that clearly states:
      i) Acknowledgement that a violation has occurred;
      ii) They (Parent & Student-Athlete) are willing to make changes in order to resume/continue athletic participation;
      iii) Will recommit to adhering to the code of standards;
      iv) Understanding the next level of consequence that will result should another violation occur.
   c) Attend an approved substance abuse class or course. If one is not available on campus, one must be taken out of school at no cost to the school district.
   d) Performing an agreed upon community service requirement that is pertinent to the offense, and not inclusive of any other school community service requirement.

   Failure to comply will result in removal from athletics or activities for the remainder of the season. If the infraction takes place and the two week period falls after the season ends, the penalty will carry over to the next participating sports season.

2) For a Second Offense (and any subsequent offenses):

   Student will be suspended for 365 days. A meeting with student and parents/guardian to establish criteria for return must be completed and Administration satisfied with plan to meet requirements for return to play.

Hosting a party or gathering: 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 may include a one-year suspension.

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

In the presence of: If a student-athlete (SA) attends a party/gathering where alcohol or drugs are being illegally dispensed, the SA must leave the party/gathering IMMEDIATELY. Immediately is defined as within 1-5 minutes of attendance and without taking part in any illegal activity. Failure to recognize illegal activity around them does not eliminate the SA from this. **"In the Presence of Policy" used to assist the SA to recognize situations they should remove themselves at by giving them an "out" or excuse to leave when illegal activity is taking place.** SA should self-report attendance to a coach or administrator before the end of the next school day.

WINDHAM HIGH SCHOOL
Athletic General Policies

1. **Eligibility:** In addition to being academically eligible (see Scholastic Eligibility Policy), prior to any student participation in tryouts, practices, or competitions with any WHS club or team, he/she must have on file with the Athletic Department/Athletic Trainer or School Nurse the following. All are completed online at FamilyID.com.

    a. Windham High School Medical Release Form completed and signed by parent/guardian. Must have one filled out for each sport, each season and returned to your coach found online when registering for athletics at FamilyID.com.
    b. Physical Form, completed by doctor following physical examination, clearing the student athlete for participation. One completed each year of high school and returned to the Athletic Trainer or school nurse or uploaded when registering online at FamilyID.com.
    c. Registration, for each sport and each season online at FamilyID.com
    d. Athlete/Parent Meeting or Video, each student-athlete and at least one parent or guardian must attend the any annual meeting or view online video and submit questionnaire regarding concussion education and policy review prior to the start of competition. This is typically done once per year and is good for all sports during the school year.
    e. Complete necessary paperwork for athletic trainer, Consent to Treat and ImPACT Permission Form. Completed each season and online when registering for athletics at FamilyID.com.

    *All forms can be found online at windhamsd.org or FamilyID.com or in the Athlete/Parent Handbook

Student/Athlete Eligibility Regulations

The following athletic expectations are designed to:
1. Reinforce the educational values of athletics.
2. Ensure athletic peak performance.
3. Help to develop a "team" concept.
4. Involve student/athlete self-discipline.
5. Have student/athletes that are excellent representatives of our school, our community and their family.
6. Athletes are to realize it is a privilege to represent the school in co-curricular activities and it follows logically that the school has the authority to revoke the privilege when the student does not conduct him/herself in a reasonable manner. Student athletes at Windham High School are expected to be model citizens of the school, in class, on the field of play or in the community.

    I. **Scholastic Eligibility:** No pupil who has failed to pass four (4) units of work during the previous ranking period shall represent the school in any interscholastic contest. A minimum of four (4) units per marking period is required for participation in interscholastic athletics. A student athlete may not regain eligibility by making up academic deficiencies or failures of the regular school year during the summer months. Incompletes are not to be considered passing grades for the purpose of eligibility. This policy is in addition to eligibility policies per NHIAA By-law Article II, Section 2 and NHIAA By-law Article II, Section 3.

    II. **Sportsmanship and behavior rules for all Athletes:** All athletes are to abide by school handbook regulations. Infractions of these rules resulting in suspension will result in the athlete or spectator being ineligible to practice or compete during the time of the suspension or restriction, along with game suspensions imposed by athletic department and or coaching staffs. (See level discipline procedures and sportsmanship code of conduct.)

III. **Attendance Requirements:** Students are expected to arrive at school on time and attend all scheduled classes. In the event of a student being absent from school they may not participate in any athletic contest or practice during that day. For contest dates falling on non-school days the student is expected to attend all classes on the previous school day. Students that are tardy and unexcused and who arrive after attendance is taken will be considered absent from school and may not participate in the days contest or practice without permission from Administration. Parents and Students are expected to arrange appointments following school hours.

a. Detention: Any student receiving a detention must serve detention on the assigned days, whether or not it conflicts with any athletic contest or practice.
b. Any questions of eligibility to participate will be resolved by a committee made up of the Athletic Administrator, the Principal, and the coach. The decision of the committee is final.
c. More specific requirements for practice or performance on given dates may be prescribed by the coach but shall not be in conflict with any other school or athletic policy.
d. Out-of-school suspension will result in the student/athlete not practicing or playing or practicing in their sport/activity until the day they return to school. Students will also be suspended for the next contest for accruing an out-of-school suspension.

IV. **Age of Athletes:** A student who has reached the age of 19 on or before September 1 may not represent the school in any interscholastic athletic contest during the school year, per NHIAA By-law Article II, Section 1.

V. **Transfer Rule**: A student who transfers enrollment with a corresponding move into a new school district by his/her parents or guardian shall be required to be in attendance in the new school for one year from the day of enrollment in order to establish athletic eligibility. This requirement will be waived, if all the following conditions are met:

a. The student has not transferred for the purpose of participating in interscholastic athletics and there has been no recruiting of the student of athletic purposes.
b. The transfer rule Affidavit is completed and submitted to the NHIAA Executive Director.
c. In order to participate in post season NHIAA Tournament play, students who transfer without a corresponding move into the new school district by his/her parents or guardian must have been a member of that team for a least fifty percent of the team's regular scheduled contests per NHIAA By-law Article II, Section 4.

VI. **Non-School Competition**: A member of a school team is a student athlete who is regularly present for and actively participates in all team practices and competition. Bona fide members of a school team are prohibited from missing a high school practice or competition to compete with an out of school team. There are extended research on the benefits of being a multi-sport athlete and documentation on the negative aspects on playing a single sport year round. It is our hope that you will take advantage of all that the Windham High School Athletic Department has to offer you. Whenever a conflict arises between the high school team practice/competition and an out-of-school practice, competition, camp, or clinic on the same day, the student athlete must honor the high school team practice/competition. Priority must be given at all times to the high school team, its practices, and its contests per NHIAA By-law Article II, Section 7.

a. Penalties: any student athlete who violates this rule for the first time shall be declared ineligible for the next four consecutive interscholastic events, or three weeks of a season in which the student athlete is a participant whichever is greater. This penalty is effective from the date of his or her last participation in a high school sport. Any student athlete who violates this rule a second time or subsequent time shall be

declared ineligible for participation in any high school sport for the balance of the school year.

2. **Cyber Image Policy:** Any identifiable image, photo, or video, which implicates a student-athlete to have been in possession or presence of drugs or portrays actual use, or out of character behavior or crime, shall be confirmation of a violation of the code. Since there is no way to establish a timeframe for when or the location of where the image was taken, it shall be the responsibility that the student-athlete must assume. It must also be noted the there may be persons, who would attempt to implicate an athlete by taking images to place them in situations where they might be in violation of this code standards. This is our rationale for demanding that our athletes not place themselves in such environments. See Social Media Guidelines for more information.

3. **Uniforms Management:** Uniforms are inventoried before and after each season by the coach on forms supplied by the Athletic Administrator. Athletes are responsible for the care and regular cleaning of uniforms. Uniforms are property of WHS and shall not be worn for personal use. If a uniform distributed is damaged in any way, the athlete should make the coaching staff aware of it. The athlete, at the replacement cost price, will pay for uniforms lost or damaged. The athlete will pay for equipment that is lost or unnecessarily damaged. No athlete shall be allowed to tryout for another sport until all uniforms and equipment are returned. Invoices will be sent fourteen days following close of season, payment due upon receipt. No student having an outstanding uniform or equipment shall be permitted to participate in another activity until such is returned or invoiced paid in full.

4. **Travel:** All team members, managers, and coaches shall travel to and return from games, meets, or matches on the team bus. Exceptions to this rule must be pre-approved by the Principal, Assistant Principal, or Athletic Administrator on a written request from the parent/guardian stating the reasons. Athletes are not to return from practice or competition with parent without written compliance with coach prior to doing so. The WHS Athletic Department would like to express that we do feel traveling to and from away contests is an important part of unity of the team. An athlete missing the bus shall not be allowed to play in the contest without prior administrative authorization. Parents/guardians are expected to pick up their children within fifteen minutes of the end of any practices or games.

   Bus behavior: All athletes are expected to travel to away games on the team bus. All students should conduct themselves with respect at all times on the bus. The driver and coaches are in control on the bus and their decision is final. Failure to act responsibly on the bus will result in suspension from additional away games. If in the event damage is caused on the bus, the student-athlete will be responsible for payment of damages caused and will not be permitted to attend any away games.

5. **Weather Postponements and Cancellations**: If school is cancelled due to inclement weather, practices and contests may still be played, but attendance by athletes may not be made mandatory. Policies regarding passing along information in such cases should presented by coaching staffs. The Administration makes determination as to whether the contest or practice may take place. Game postponements are typically made at noon on the day of the event or contest.

6. **Injured athletes:** Injured athletes should remain as much as an active part of the team as possible. They should attend all practices and sit with the team, assisting in anyway possible. The Athletic Trainer shall have final say in student-athletes return to participation and may require a doctor's clearance. If you are injured during a game or practice you should see the Athletic Trainer at that time or the following day for evaluation. The Athletic Trainer will determine if assistance is needed. Windham High School and its employees are not liable for injuries that occur and the student/athletes and their families are solely responsible for all cost that occurs due to injury. A supplemental insurance policy may be available for purchase and is suggested for those participating in athletics. Information may be found from the school nurse.

7. **Attendance:** For an athlete to participate in practice or games, the student must be in attendance in school that day for the start of the first period of the day, exception to this must be done through the Principal or Athletic Administrator. See attendance policy under code of conduct. If absence is approved, the student-athlete may participate in activity.

8. **Dual Sport Participation:** No athlete shall participate in two WHS teams simultaneously during the same season without prior approval of coaches, administration and parents/guardians. No athlete is to compete in one season in one sport, and then join another team whose season is not yet concluded without prior approval of coaches.

9. **Quitting:** If an athlete decides to drop from a team, he/she has a responsibility to the team and coach to see the coaching staff to explain reasons involved. At which time all uniforms and equipment must be returned to the coach. In the event an item was purchased for the team, i.e. Jackets, shirts, then it is the student's responsibility to still make payment for those items ordered prior to their leaving the team. Quitting to change sports once final cuts have been made and squads are established is prohibited. No athlete may quit and participate in another sport during the same season without prior approval from Athletic Administrator and both Head Coaches.

10. **Media Relations:** Coaches, players, and other school officials should make an effort in their communications with the media to stress positive displays of sportsmanship by student athletes, coaches, spectators and schools involved in the contest. At no time shall anyone be permitted to criticize officials or decisions made by officials during a game or event.

11. **Locker Room and Practice Fields:**
Athletes before or during practice or events should not enter any unauthorized part of the school, for any reason without coaches' supervision, during non-school hours.

    a. No one except assigned coaches and players are allowed in the locker rooms without prior approval.
    b. No Cell Phones or Cameras may be on within the locker rooms.
    c. Cleats are to be removed and cleaned prior to entering building and not in locker rooms.
    d. Teams are responsible for maintaining the cleanliness of the locker rooms during their season.
    e. All players should be assigned a locker if available, all items should be placed in lockers and the lock secured. Anything left outside the lockers will be placed in lost and found. Windham High School is not responsible for lost or stolen items.
    f. Following the season, all lockers should be emptied and locks are to be returned to athletic director, coach or office within 48 hours of final contest or event. Failure to do so will result in contents of lockers removed. If you are playing in a sport the following season, the lockers are still to be emptied until that coach has issued a new lock. Only school issued locks are permissible
    e. No athlete or team shall be on practice field without proper supervision; this is the responsibility of the athlete to know when to be on the practice field. (This includes weight room and other training facilities.)
    f. No athlete or team shall be on a practice field or gym during another team's practice or pre-game warm-ups.

12. **Athletic Team Commitments:** Athletes are responsible for academic performance and should plan their time so that they devote sufficient time to their academic work as to not allow athletics to interfere with their studies. If an athlete sees that there may be an issue with this, they should schedule a time to speak to the coach to attempt to resolve any conflicts or help with solutions.

    Athletes are expected to not allow employment to interfere with their responsibilities to their team or their schoolwork. Athletes should arrange their work schedule around practice and game schedules. Although all attempts to keep games as scheduled is a priority, at times due to weather, facilities or

safety a game may need to be postponed or cancelled. It is necessary to find the most appropriate date as close to the original scheduled date as possible and each school is expected to schedule these on the next possible open date for both teams.

Athletes that miss the beginning of any season and attempt to participate for that team must attend a minimum of five practices prior playing in a game or contest.

Missing practices or games due to field trips, family vacations or school functions:
Due to the broad spectrum of educational opportunities available at WHS, there are occasions when two or more interests compete or conflict. Students who participate in interscholastic athletics or other formalized clubs/organizations that require consistent, continuing commitment must occasionally choose between participation in the sport or club and participation in a family vacation, field trip, or other school-based activity, including participation in elective courses that meet outside of the traditional school day. Athletes are expected to attend all scheduled practices and competitions during the course of both the regular season and post-season (i.e. tournament competitions). An athlete who is planning to miss a practice or competition is expected to request an absence from the coach as soon as possible. Attendance exceptions that may be reviewed by the coach include medical and dental appointments, family emergencies, religious obligations, tutorial assistance, or other school-based activities. As each sport varies in nature and team structure, a coach will evaluate a request based upon the unique nature and requirements of the respective sport and team. Again, as each sport varies greatly, even pre-planned trips (both family and school based) may not be permissible based upon the specific nature and structure of the respective team. Coaches are asked to establish a team rule on participation based upon the unique needs of the respective sport, communicate this rule clearly to student-athletes and parents, and to review requests for absence based upon the specific interests of the team as well as the interests of the individual student athlete. The practice of setting team requirements for participation emphasizes the importance of commitment to the team, acknowledges the critical nature of athlete attendance, and recognizes that team success is rooted in the daily contributions made by all individuals on the team. In an effort to minimize potential conflict between athletic participation and other interests, parents and students are encouraged to communicate with each other early about choices and decision-making.

13. **Captains:** Each sport may or may not have designated captains; each coach will present a captain with the team's expectations of that role. The position of captain is one where the individual accepts the role of a leader and of a role model both on and off the competitive area. If a captain does not follow the athletic handbook rules once the role of captain had been accepted, whether this is during the off season or during the season, the position of captain will be removed for the remainder of the season and will not be returned.

14. **Dismissal from classes:** From time to time it is necessary to have a student-athlete dismissed from class to leave for a game. In the event this happens, the student-athlete is responsible for seeing their teacher(s) and making up any work misses a.s.a.p. In addition, leaving the room and going to the locker room should be done with respect to those students and teachers in the classrooms and done so quietly and orderly so as to limit any distractions. Your communication with the teachers ahead of time will greatly help in this process.

Windham High School Due Process

When a student-athlete is suspected of violation of the Windham High School Athletic Handbook the following steps must be followed.

1. The Athletic Administrator or other school Administrator will meet with the student-athlete and advise him/her of the accused violation. The parents/guardians of the student-athlete may be notified of the accused violation should such violation potentially result in the removal of the student-athlete from the team.
2. The student should be advised as to the facts on which the infractions are based.
3. The student-athlete will be given an opportunity to respond to the violation(s) and provide his/her version of the incident. The student should be asked to give a written or verbal statement concerning the incident.
4. The school Administrator may provide written verification of the intended disciplinary action (including a written statement of appeal procedures) to the parent(s)/guardian.
5. The Athletic Administrator or other school Administrator will provide written notification of the discipline action to the coach, other administrators and office personnel if such discipline results in the removal of that student from a team temporarily or for the season.

Disciplinary Procedure:
The progressive intervention and disciplinary procedures are intended as guidelines only. The administration reserves the discretion to impose consequences up to and including a recommendation for expulsion for any violation. In determining the level of discipline, the administration may consider any relevant facts and circumstances, including but not limited to the nature of the violation, the student's grade level, the student's behavior accompanying the violation, the student's willingness to cooperate with the investigation and any action plan developed with the substance abuse coordinator or guidance department, and the student's prior disciplinary record.

Sportsmanship: Athletes at Windham High School are expected to conduct themselves in a sportsmanlike manner both on and off the field of play. Unsportsmanlike behaviors that may include gestures, cheating, disrespect to officials, coaches, players or fans will not be tolerated. It is a privilege to participate and attend an athletic contest; violation of the sportsmanship code of conduct may result in removal of such privileges. If a player or coach receives a game disqualification during an athletic event, that player or coach shall be ineligible for the next game or event per NHIAA By-Law Article IX and an additional suspension administered by Windham High School. During a suspension the player or coach may not attend the game/event in which the suspension is imposed. If any player or coach receives a second game disqualification during the season, that individual will be suspended from the sport, at all levels, for the remainder of the season. If an athlete is observed by coach, faculty or administration as displaying a behavior of poor sportsmanship on or off the field of play, that individual may be removed from the field of play and forfeit their right to participate in future events. An athlete at WHS is to act responsibly and with respect whether on the field or off. Sportsmanship is Windham High School Athletics number one priority and failure to comply will not be tolerated. A student may be declared ineligible in any interscholastic activity in which he or she represents the school in a public appearance if they conduct themselves in a manner that, in the opinion of school authorities would reflect unfavorably upon the school or other students.

Taunting in all sports is a flagrant unsportsmanlike foul, which shall result in the ejection of the participant from that day of competition, plus the next day scheduled competition.

Taunting is defined as: Any action or comments by coaches, players or other game personnel which are intended to bait, anger, embarrass, ridicule, or demean others, whether or not the deeds or words are vulgar or racist. Included is contact that berates, needles, intimidates, or threatens based on race, gender, ethnic origin or background, and conduct that attack religious beliefs, size, economic status, speech, family, special needs, or personal matters or that would be considered "trash talking".

Spectator Behavior: Any fan acting disrespectfully towards other fans, players, coaches or officials or game personnel may be asked to leave the site with or without prior warning. Any fan, including students, asked to leave a contest will be barred from attending any Windham High School Athletic contest – Home or Away, for (at least) the remainder of the sports season, including post-season or until a meeting with Athletic Administrator and Principal takes place regarding behavioral expectations. Subsequent violations will result in suspension from attending for a minimum of the remainder of the school year. It is a privilege to be able to watch high school athletics and support your programs and we expect it to be conducted the proper way.

Hazing: There shall be no activities by individuals or teams that are designed to humiliate, initiate, degrade or intimidate another student. Any form of **hazing** or knowledge of hazing taking place and doing nothing is prohibited and governed by state law. The violation of such will result in the following additional penalties may be imposed by the administration should it be deemed appropriate in each case. In addition, all sexual harassment and bullying policies will be strictly followed as per school student handbook.

A. First Violation: When the school administration has determined the above hazing policy has been violated the student will lose eligibility.
    1. For the next two consecutive weeks or next two interscholastic contests, which is greater. Administration may impose penalties in addition to these, as they deem necessary.
    2. In addition to loss of eligibility, prior to the students return, the student must take part in counseling/diversion program to discuss incident.
    3. It is expected that the student will remain at practice sessions as an active participant but will not be permitted to dress in uniform for contests.
    4. If, in the event of the end of the season has come prior to the conclusion of the penalty, that ineligibility shall carry over to the students next athletic season, regardless of the sport.

B. Second and subsequent violations will have the student removed from interscholastic athletes for a minimum of fifteen weeks. All penalties will be carried over to the next season of participation and are in addition to school policies and penalties enforced.

Drugs, Alcohol Vaping and Tobacco: There should be no illegal use of tobacco, chewing tobacco, electronic smoking devices (Vaping), alcohol or illegal drugs by Windham High School athletes in season or during the school calendar year. Uses of such substances are illegal and a violation of school policy. No student shall be present at a party or gathering in which there is the illegal possession and or consumption of beverages containing alcohol or controlled substances/drugs. Substance abuse is detrimental to a student's academic and athletic performance, is illegal (per RSA 179:10, RSA 179:10-a, RSA 126-K:6, and RSA 318-B:2) and does not contribute to the success of the team. The participation in athletics requires that students refrain from the use (defined as ingestion, possession, transportation, in the presence of, dispensing, distributing, or being under the influence) of alcohol, tobacco, and illegal drugs.

First Violation: When the school administration has determined the above alcohol and substance policy has been violated the student will lose eligibility:

1) For a minimum of two weeks. After 2 weeks the student will be reinstated if he/she agrees to, and completes the following restorative justice plan:

    a) Writing a rehabilitation plan, to include a reflective narrative.
    b) Corrective: The student-athlete and parent must commit to an understanding that corrective measures are necessary in order to resume the athletic career or to practice and compete again. Includes a signed document that clearly states:
        i) Acknowledgement that a violation has occurred;
        ii) They (Parent & Student-Athlete) are willing to make changes in order to resume/continue athletic participation;
        iii) Will recommit to adhering to the code of standards;
        iv) Understanding the next level of consequence that will result should another violation occur.

c) Attend an approved substance abuse class or course. If one is not available on campus, one must be taken out of school at no cost to the school district.
d) Performing an agreed upon community service requirement that is pertinent to the offense, and not inclusive of any other school community service requirement.

Failure to comply will result in removal from athletics or activities for the remainder of the season. If the infraction takes place and the two week period falls after the season ends, the penalty will carry over to the next participating sports season.

2) For a Second Offense (and any subsequent offenses):

Student will be suspended for 365 days. A meeting with student and parents/guardian to establish criteria for return must be completed and Administration satisfied with plan to meet requirements for return to play.

Hosting a party or gathering: 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 may include a one-year suspension.

Team Leaders: Team Leaders (captains): Student athlete leaders will be held to the highest standard of behavior as they have chosen to be an example to their peers. Any student athlete in a leadership role will face a greater
Consequence for any serious code violations.

In the presence of: If a student-athlete (SA) attends a party/gathering where alcohol or drugs are being illegally dispensed, the SA must leave the party/gathering IMMEDIATELY. Immediately is defined as within 1-5 minutes of attendance and without taking part in any illegal activity. Failure to recognize illegal activity around them does not eliminate the SA from this. **"In the Presence of Policy" used to assist the SA to recognize situations they should remove themselves at by giving them an "out" or excuse to leave when illegal activity is taking place.** SA should report attendance to a coach or administrator before the end of the next school day.

Vandalism or Theft: Destroying, damaging, defacing or theft of any private or school property at a practice or contest, home or away, will result in at least one week suspension from the team, depending on the severity of the incident and is conditioned upon agreement of restitution. If the school administrators take disciplinary action, this action supersedes other actions and may then result in additional penalties being taken by both the school administrators and athletic department.

Suspension from school: If in the event of a violation of school policy has occurred and such violation results in discipline of that student being suspended from school. (This includes out of school, in school and alternative to out of school suspensions.) The following penalties are carried out to include the suspension from athletic contest and practices. It is our belief in the athletic department that active participation is vital to the success of the individual and the team, if a student is suspended from school they may not participate in athletic contests or practices during such suspension and may not attend practices or games during suspension from school. Further more WHS Athletic Code of Conduct may extend such suspended time for athletic eligibility as follows.

A. The team may also impose additional penalties as needed.

B. These violations are in addition to loss of eligibility due to school policy and may or may not include additional penalties imposed as a result of predetermined team rules.

5. **Team and Individual Awards:** The Windham High School Athletic Department presents several awards throughout the course of the year. No athlete having missed 20% of athletic contest due to discipline purposes shall qualify for such awards. All participants who complete the season on a team, at the JV or Freshman

level, as a player or manager will receive a certificate. Windham High School offers the some of the following awards annually and are presented at the seasonal awards banquet. Senior Awards, MVP, Coaches' Award, Most Improved etc.
In addition to these awards, several opportunities are presented time and again for awards, certificates, or scholarships, for those students that display positive sportsmanship and participate in community activities. The athletic department urges all athletes at WHS to strive for excellence in the classroom and give to their community whenever possible. Many colleges, universities and work force are looking for those that excel off the field as well as on.

Scholar Athlete Awards: Each year the state sponsors two major events, the Male Scholar Athlete and Female Scholar Athlete Awards. These are presented the senior athletes who meet the requirements. Included in the requirements is maintaining a B+ Average in class, Varsity lettered in two sports and performs community service.

Varsity Letters: Athletes on varsity team who complete the season and meet playing time requirements for a letter, will receive a varsity letter. After the first letter is awarded they will then receive a pin. Adjustments to the playing time requirements may be allowed for injured athletes or in extreme circumstance with approval of both coaches and Athletic Director. Sportsmanship: Athletes should realize that they are representing their school and community and should conduct themselves in an appropriate manner. Those displaying un-sportsmanlike behavior will not be issued a varsity letter or pin regardless of obtaining other qualifications needed. Follow school and team rules: Athletes must abide by the training rules as set forth by the team and athletic department.

Captains: Each sport may or may not have designated captains; each coach will present a captain with the team's expectations of that role. The position of captain is one where the individual accepts the role of a leader and of a role model both on and off the competitive area. If a captain does not follow the athletic handbook rules once the role of captain had been accepted, whether this is during the off season or during the season, the position of captain will be removed for the remainder of the season and will not be returned.

Tryouts and Playing Time: At the varsity level the playing time is determined by the coach and is based on ability and compliance to team policies and those that gives the team the greatest competitive edge. Junior Varsity playing time is determined by the coach and based on ability and compliance to team policies. It is our belief that every attempt shall be made to allow each Junior Varsity athlete playing time in each contest, in some instances particular sport rules restrict the amount of playing time and or substitutions that may be made. At no time shall an athlete or parent of an athlete attempt to discuss playing time with a coach just prior to or immediately following an athletic contest. Such conversations are best handled following a predetermined time to speak to the coach and or athlete. With issues concerning your son/daughter the appropriate action is to contact the coach, if further discussion is needed you may contact the Athletic Administrator. If still further discussion is needed you may contact the Principal. See the NHIAA Parent/Coach communication guide. All students are encouraged to participate in WHS athletic programs. However, in the event of too many athletes attempting to make a team some athletes will need to be cut from a team. Factors such as finances, facilities, and availability of qualified coaches may place limitation on the number of students who may be accommodated within each sport. Coaches are given discretion to cut or place players on different teams within the program according to ability, desire, conditioning, and other specific coaches' criteria. For example, seniors do not automatically qualify for varsity level or allow them more playing time, and freshman are not limited to participation on a reserve or junior varsity program. You do not automatically make a varsity team just because you were on the team the previous season. Each sport has a tryout period; it is at this time that teams for Varsity, JV and or Freshman/Reserve are typically selected. To be eligible to make a team you must be at tryouts, exceptions for missing tryouts may be made for documented injuries that prohibit trying out at scheduled time but is at the discretion of the coach. Student/athletes have the right to request explanation as to reason for cut and/or tips for improvement.

Team Guidelines Freshman/Reserve, JV, and Varsity

Freshman/Reserve Teams: This is considered an entry level for high school athletes and for those that may benefit from additional skill development. In some sports if approved, we will offer Freshman/Reserve teams. These teams should be included, as much as possible, with those of the same sport as JV and Varsity teams. This includes preseason meetings, tryouts and awards. The idea behind these teams is to allow maximum participation while providing an avenue of improving skills to best give the student-athlete a better chance at moving on to the next level the following season. Typically the seasons will be condensed than those of the JV and Varsity programs.

The freshman teams will work within the following concepts:

1. Development of fundamental skills.
2. Equal practice participation among team members.
3. The amount of game time is determined by the coach's evaluation of the athlete's attitude, safety, skills and team role, working toward equable playing time.
4. Learning the rules of the game and desire to play the sport.
5. Development of an orientation toward team effort by each athlete.
6. Sportsmanship and fair play.
7. Development of skills and knowledge of the game to best help them move on to the next level of play.
8. Winning has a much lower priority than that of skill and character development.

Junior Varsity: This level is considered a transitional level with emphasizes the following:

1. Reinforcement and refinement of fundamental skills.
2. The amount of game time is determined by the coach's evaluations of the athlete's attitude, skills, safety and team role.
3. Learning the rules of the game.
4. Sportsmanship.
5. More sophisticated athletic strategies.
6. Specific definition of the athlete's role within the team concept.
7. Great emphasis is given to the concepts of commitment and team play.
8. Emphasis on physical condition and development.
9. Development of the ambition to achieve at the next level of competition and their role there is encouraged.
10. The concept of competitiveness along with continued skill and character development.

Varsity: This level is competitive and emphasizes the following:

1. Development of high proficiency in the physical and mental skills of the sport.
2. The amount of game time is determined by the coach's evaluation of the athlete's attitude, skills, safety and team role as it relates to the teams overall success.
3. Sportsmanship and fair play.
4. Strategy, situation analysis and all mental components of the sport.
5. Specific definition of the individual athlete's role within the team concept.
6. Maximum commitment to the athletic team.
7. Physical conditioning components of one's sport.
8. Individual sacrifice for the betterment of the team.
9. Winning within the rules of sportsmanship and fair play.

WINDHAM HIGH SCHOOL ATHLETICS SOCIAL MEDIA POLICY & GUIDELINES

Participating in Windham High School athletics is a privilege and student-athletes are held in high regard, in season as well as out of season. Everything you post on social media is public information and once placed is property of that particular site and is still searchable even after you remove it. Just as you would not speak inappropriately in the classroom, we expect what you share online to follow the same guidelines. Items found on social media may be used against you and could result in suspension or removal from a team or organization.

Athletes are not permitted and should refrain form displaying disrespectful comments or behavior online such as:

- Inappropriate or derogatory language that may be offensive or harmful to teammates, coaches, officials, students, teachers at Windham High School or at other schools, including opponents.
- Incriminating photos or statements, hazing, harassment, inappropriate gestures, vandalism, use of drugs or alcohol or other inappropriate behaviors.
- Making a threat of serious physical or emotional injury to another person.
- Indicating knowledge of an unreported school or team violation.
- Offensive or inappropriate pictures or comments posted online.
- Never post yours or others personal information including address, phone, birth date or other personal information.
- Inappropriate content that is unsportsmanlike, demeaning or threatening towards any other individual or entity.
- Content online that would constitute a violation of team, school and league rules (examples: Commenting publicly about a coach, teammate, opponent, official, and staff member and school employees.)
- Information that is sensitive or personal in nature or is proprietary to the team or the school, which is not public information (examples: tentative or future team schedules, student-athlete injuries and eligibility status, travel plans/itineraries or information).
- Information that is sensitive or personal in nature such as injuries, eligibility status, travel plans/itineraries or other information.

Social Media General Guidelines:

1. Assume nothing is private
2. Remember your online audience is vast everyone can see it.
3. Your tweets and post can be permanent.
4. Your retweet and favoring of others indicates your agree and wish to promote it.
5. If ever in doubt of the appropriateness of your online comments, consider whether it reflects your own values and ethics as well as the representation of Windham High School.

Penalties as determined by the athletic director, other administration and/or coaches. Including but not limited to possible suspension from his/her athletic team.

NHIAA PARENT/COACH COMMUNICATION GUIDE

Both parenting and coaching are extremely difficult vocations. By establishing communication and understanding of each position, we are better able to accept the actions of the other and provide greater benefit to our student athletes. To be successful, communication is vital and requires involvement, dedication, sacrifice, and commitment from parents, student-athletes, and coaches.

COMMUNICATION YOU SHOULD EXPECT FROM YOUR CHILD'S COACH:

1) Coach and program's philosophy.
2) Individual and team expectations.
3) Location and times of all practices and games.
4) Team requirements, i.e., practices, special equipment, off-season conditioning.
5) Procedure followed should your child be injured during practice or games.
6) Any discipline that may result in the denial of your child's participation.

COMMUNICATION COACHES EXPECT FROM PARENTS:

1) Concerns expressed directly to the coach.
2) Notification of schedule conflicts well in advance.
3) Specific concerns with regard to a coach's philosophy and/or expectations.
4) Support for the program and the attributes of dedication, commitment, and responsibility that are essential ingredients for cusses and excellence. Encourage your child to excel.

While your child is involved in interscholastic athletics, they will experience some of the most regarding and inspiring moments of their lives. It is also important to understand that there might also be times when things do not go the way you or your child wishes. At these times, discussion with the coach is encouraged.

APPROPRIATE CONCERNS TO COMMUNICATE WITH COACHES:

1) The treatment of your child, mentally and physically.
2) Ways to help your child to improve and develop.
3) Concerns about your child's behavior.

It is very difficult to accept your child not playing as much as you may hope. Coaches are professionals. They make judgment decisions based on what they believe is the best for the team and all athletes involved. There are certain areas and issues that can and should be discussed with your child's coach. Other things, such as those below, should be left to the direction of the coach.

ISSUES NOT APPROPRIATE TO COMMUNICATE WITH COACHES:

1) Playing time. 2) Play calling.
3) Team strategy. 3) Other student-athletes.

IF YOU HAVE A CONCERN TO DISCUSS WITH A COACH:

1) Call to set up an appointment with the coach.
2) If the coach cannot be reached, call your Athletic Administrator. A meeting will be set up for you with the coach.
3) Please do not attempt to confront a coach before, after, or during a practice or game. These can be emotional times for both the parent and the coach, and this situation does not promote resolution nor objective analysis.

WHAT A PARENT CAN DO IF THE MEETING WITH THE COACH DOES NOT PROVE A SATISFACTORY RESOLUTION:

1) Call and set up an appointment with the Athletic Administrator to discuss the situation.

Research indicates that students involved in athletics are most likely to succeed at their chosen profession and make creative contributions to their communities. Many of the character traits, qualities, and attributes required to be a successful student athlete are exactly those that will promote a successful life after high school.

WINDHAM HIGH SCHOOL
ATHLETIC DEPARTMENT
Windham, New Hampshire

Agreeing on behalf of my child I, as parent/guardian of the named student/athlete, have read and understand, agree and have discussed the policies, rules and regulations contained in the Windham High School *Athletic Handbook, found at the Windham FamilyID main page under links or at* https://windhamathletics.bigte... with my child and I will do my part in seeing that he/she follows these rules and regulations concerning the athletic policies and procedures and understand individual teams may have additional team rules and expectations. I give my son/daughter permission to participate in the athletic program at WHS and understand the risk for injury during participation in any sport and that the school does not cover any cost of injury. Furthermore, I understand that participating in any sport comes with potential for injury and agree that we will not hold the Windham School District or its employees responsible for personal injuries during any organization's activities and have read the Windham Concussion Guidelines found at the Windham FamilyID.com links page and on the athletic website. By signing this document, I indicate that I have knowledge, understanding and agreement to these standards, set forth in order for my son/daughter to be afforded the privilege of representing Windham High School as a student-athlete. I am also aware that not all violations on consequence could be included within the handbook but is used as a base and that any violation or poor representation of Windham High School on the part of my child, to any of these standards, shall result in the consequences deemed necessary by a coach, administration or contained within this policy.

Note, registering online at FamilyID.com(required for participation) replaces the need for signatures on this page and is for reference only.