

HOOSICK FALLS CENTRAL SCHOOL DISTRICT ***2018-2019***

CODE OF CONDUCT FOR EXTRA-CURRICULAR ACTIVITIES

THREE TIERS OF CONSEQUENCES FOR PROHIBITED BEHAVIOR

The best possible option for consequences for behavioral problems or code violations is a three tiered consequence framework with the understanding that the severity of the consequences may be lessened or increased by an administrator. Within that framework however, no consequence will be greater or lesser than the minimum or maximum limits.

WHY THREE TIERS OF CONSEQUENCES?

It has been known in prevention theory and practices that zero tolerance policies are neither effective nor fruitful with teens. It is therefore our obligation as an educational institution, to offer options so that they might learn from mistakes they have made in the areas of chemical health violations at an age when these problems can be influenced in a positive way.

The primary goal of these options is:

- to place ownership of these violations with the student;
- to offer a process for change;
- to attempt to draw in the parents to participate in this process, and;
- to give the student every possible opportunity to rectify such behaviors.

First Offense - Option 1: The student and parent agree to attend an intake meeting with a certified counselor. The student will be required to attend a minimum of three (3) sessions or the certified counselor can require more sessions if s/he found the student did not participate or comply during a session. Any recommendations or referrals by the counselor must be pursued by the student. In addition to counseling, the student will receive a 10% suspension from participation in an activity (to be determined by season or the duration of the activity). Events/Performances that don't lend themselves to weekly contests/performances will require the student to not perform/participate for one (1) performance/contest (i.e. drama). Students must also address coaches/advisors and their peers, and re-sign the Code prior to resumption of participation in contests, competitions or evaluations. During this time the student must practice but may not suit, adorn special regalia, perform or compete. If an offense is established while an activity is inactive, the consequence will apply when the activity resumes.

First Offense - Option 2: The student will receive a 30% suspension from participation in an activity (to be determined by season or the duration of the activity). Events/Performances that don't lend themselves to weekly contests/performances will require the student to not perform/participate for three (3) performances/contests (i.e. drama). Students must also address coaches/advisors and their peers, and re-sign the Code prior to resumption of participation in contests, competitions or evaluations. During this time the student must practice but may not suit, adorn special regalia, perform or compete. If an offense is established while an activity is inactive, the consequence will apply when the activity resumes.

Second Offense - Option 1: The student shall receive a suspension from the activity for one calendar year and a mandatory assessment by the student assistance counselor as described under first offense. After three consecutive clean or decreasing drug tests (with the 3rd test 100% clean), as certified by the school doctor, the student's case will be examined to determine if the full year suspension may be

shortened and the student placed on probation. Drug testing will continue through the remainder of the probationary period. The student will be expected to have a clean tests for the remainder of the probationary period. The student must also address the coaches/advisors and peers, re-sign the Code, prior to resumption of participation in competition. During this suspension, the student may practice but may not compete in any contests (scrimmages or games).

Second Offense - Option 2: Refer to the Third Offense if the parent and student do not opt to drug screening

Third Offense: The third offense triggers a full calendar year suspension from the activity. The student will be referred for a substance abuse evaluation to a qualified agency. After six months, the Principal will review the student's progress in substance abuse counseling. If satisfactory progress is determined, the Principal may reinstate the student to probationary status following the criteria for a Second Offense - Option 1 above.

EDUCATIONAL COMPONENT FOR CHEMICAL HEALTH VIOLATIONS

As a pivotal part of our consequences for chemical health violations, the student will be required to complete an educational program as part of the process that may lead to the resumption of participation in extracurricular programs. If we fail to educate students when such violations occur, then we fail to help them learn from their mistakes.

STUDENT ASSISTANCE PROCESS

A violation of the Code requires administrative action and involves a STUDENT ASSISTANCE PROCESS. This process must be attended by the student and a parent or guardian. Parents must take parental responsibility for their child and be involved with the process. This helps insure that they are informed and aware of the nature of the violation and in full understanding that any future violations will result in greater consequences. The parent can also come to understand their role in helping their child learn a valuable lesson. Failure by a parent or guardian to comply will result in the student being able to practice or rehearse but not compete unless the process is complete. This process is educationally based and is patterned after the restorative justice model. This process shall include that the student will receive the following:

EDUCATION: an informative intervention seminar concerning the implications of use and the effect on physiological, psychological and social development, as well as discussion of harm reduction issues and personal and collective responsibility.

CORRECTIVE: come to an understanding that corrective measures are necessary in order to resume with extracurricular activities, including a document of agreed to lifestyle changes signed by the student.

RESTORATIVE: the student must address his/her peers and advisor or coach, and admit to the violation, show remorse and recommit to provisions of this CODE by resigning it in the presence of peers and advisor or coach.

Failure of any student to complete any part of the student assistance process will result in permanent suspension from any future involvement in extracurricular activities.

Students under suspension

If for any reason a student is under in-school suspension or out-of –school suspension, the student may not participate in practices, rehearsals or competitions that day.

INVESTIGATIVE PROCESS

The following general procedures will occur if you are suspected of violating your drug-free status.

- Your principal, athletic director, coach or advisor will interview you as to the reason(s) for suspected drug free violations in an effort to confirm or refute the suspicion.
- There will be parental notification if the interview with you does not succeed in obtaining the confirmation or exoneration of the suspected violation.
- The principal or athletic director will further investigate through interviews with those who may be aware of violations first-hand, those who may have limited knowledge of the violations, or those who may be involved with such violations.
- If the evidence of a suspected violation is strong enough, in the opinion of the principal or athletic director, you may be asked to participate in random drug screening to confirm your drug free status. Testing may occur for the remainder of the current school year.
- Failure to comply with providing the results of such a test or submitting to the test will be considered, as far as remedies and penalties are concerned, a confirmation of a violation.
- Any and all allegations of violations of your drug-free status will be seriously addressed and investigated.
- The approved and appropriate remedies and consequences for the type of violation will be applied and enforced.

INVESTIGATION

Any individual or stake holder may choose to report a chemical health violation orally or in writing to the:

- Building principal
- Athletic Director
- Teachers
- Activity Advisor
- Coach
- Counselors
- Nurses
- Board member

All employees who receive violation reports concerning students must report such complaints to the Principal or the Athletic Director immediately. An investigation shall begin immediately to determine the nature of such allegations.

COOPERATION DURING INVESTIGATION

In the event that a student comes under investigation for possible violations to the provisions of this code, it is expected that:

- the student be truthful
- that the student be forthcoming with information
- that the student not be deceptive or untruthful
- that the student be cooperative

During the investigation of any alleged student violation the student must be truthful and forthcoming with information or the Principal and Athletic Director has within their power to impose a greater level of consequence if it is determined that the student 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 extra-curricular activities for the duration of the student's future schooling career.

SPECIAL CIRCUMSTANCES AND GREATER MAGNITUDE OF CONSEQUENCES

The three tier system may not apply in all cases. It should be noted that a single very serious incident or criminal act may result in as serious a consequence as permanent suspension from any future involvement in any extracurricular activities.

The Administration has at their discretion the authority to impose consequences of greater magnitude if they feel the student shows no remorse, has not learned from said consequences, has not made corrective changes in behavior or is not willing to carry out restorative measures to redeem oneself.

Also, during the investigation of any student violation the student athlete must be truthful and forthcoming with information or the Administration has within its power the right to impose a greater level of consequence if it is determined that the student has lied, been deceptive or untruthful prior to or after the determination of guilt and/ or consequences.

WHAT CONSTITUTES CONFIRMATION OF A VIOLATION?

Confirmation of a violation of your drug-free status may be provided by, but not limited to, any one of the following:

- An admission by the offending student.
- A positive reading for a restricted substance on a medically conducted drug screening or test.
- A failure to provide the results of a medically conducted drug screening or test.
- A refusal to take a medically conducted drug screening or test.
- An abundance of circumstantial evidence with eyewitness support.
- An advisor's or coach's evaluation of signs, symptoms and/or actions demonstrated by the student that would support the reasonable conclusion of a violation with the support of other circumstantial evidence or any eyewitness support.
- A credible eyewitness account.

CONFIRMATION OF VIOLATIONS

Once confirmation of a violation of your drug-free status has been obtained under the terms of this program, you will be subject to, but not limited by, the following disciplinary actions, consequences and process. These actions are uniform for all students. They are also not intended to replace or affect any additional disciplinary measures of each head coach or advisor. It is further understood that any specific program may elect to set a higher standard of conduct and include and adopt increased and/or additional disciplinary measures of more severe remedies and penalties if they so choose, but no lesser consequences shall exist than the provisions of this Code of Conduct.

WHAT CONSTITUTES EXONERATION?

Exoneration of a suspected violation of your drug-free status may be provided by, but not limited to, all or any one of the following:

- A negative reading for the in-question substance on a medically conducted drug screening or test.
- The absence of any credible evidence, either circumstantial or eyewitness accounts, that support the allegation.

WHAT CONSTITUTES A NON-FINDING?

A non-finding in an investigation of a suspected violation of your drug-free status may be considered when it is agreed that no reasonable conclusion of guilt or innocence may be obtained in a timely fashion. As a part of the agreement of a non-finding, the student may be placed on a probationary status and subjected to increase testing and verification procedures as to his/her drug free status. The terms of such probation are at the discretion of the administration.

SELF REFERRAL

Any student can at any time make a self-referral for a violation of the chemical health standards. This self-referral must be made prior to any investigation and must be made to the Principal or Athletic Director. The self-referral must be made prior to any investigation or reported allegations to the school authorities.

APPLICATION OF RULES FOR EACH ACTIVITY

Coaches and advisors will establish the manner in which the Code of Conduct and its established consequences will apply to each extra-curricular activity. These rules for individual activities must be explained to all participants and to parents fully at the start of each activity.

APPEALS PROCESS

Each student shall have the right to an informal hearing of a decision made by the coaching and/or administrative staff. It is preferable that problems be solved by the persons involved in the appeal. Any hazing activity, whether by an individual or a group, shall be presumed to be a forced activity, even if a student willingly participates. Any form of initiation or harassment, known as hazing, as part of any school sponsored activity will not be condoned. No student, coach, volunteer or district employee shall plan, direct, encourage, assist or engage in any hazing activity. Suspected acts of hazing should be reported to the advisor, coach, athletic administrator, principal or other school administrator immediately.

CIRCUMSTANCES THAT REQUIRE IMMEDIATE SEVERE CONSEQUENCES

Certain circumstances may require immediate action in determining consequences for an apparent violation. In certain circumstances, the penalties for the violation may be much more severe and may be applied immediately by an administrator. The violation of your drug-free status is a serious action, but it may be amplified if the violation takes place in certain environments and would tend to support the necessity for an increased severity of penalties and lessening the chances for remedies. The following situations constitute some but not all of such circumstances:

The use of an illegal substance during a school related activity, at school or away, or during travel or, at any other time school increases your risk and to those around you. The use of such substances during participation of your activity in any manner **may** constitute an immediate suspension of a year or more, even for a first offense.

The use of an illegal substance during school is another example. Being under the influence of an Illegal Drug or Alcohol at school hinders your learning capacity and places yourself and others at an increased risk of injury.

The use or possession of Nicotine at school increases the severity of the violation. As a role model, you are often being watched closely by other students, who may decide to follow your example, whether it is good or bad.

The use of these substances, especially Illegal Drugs and Alcohol, during training session (even out of season training) in the weight room or other training facilities places you and those around you at greater risk of injury. The use of any prohibited substances during school or during any school function will not be tolerated. This includes not only school functions at Hoosick Falls Central School, but any function you attend at other schools as well.