

CASHMERE SCHOOL DISTRICT ATHLETIC CODE

The Cashmere version of an athlete is one who can be admired, respected and emulated. This code was created to outline expectations for Cashmere athletes so they may be in top physical condition and become positive role models.

One major purpose for maintaining an athletic program is to assist students in developing value systems that encourage self-discipline and personal responsibility. This document describes expectations, guidelines and procedures governing students who participate in the Cashmere Athletic Program. *A student is governed by the athletic code beginning when he/she first participates in interscholastic athletics in the Cashmere School District. Athletes in grades 7-12 are expected to abide by the provisions of the athletic code major violations section for the entire calendar year. The sports season starts season starts o the first day of practice and ends with the awards ceremony.*

The process of following these guidelines, and any resulting discipline, should create positive learning experiences designed to develop attitudes and values that will assist students as they move toward adulthood.

I. **STANDARDS AND GUIDELINES:**

- A. **CURFEW:** Curfew hours are a necessary part of training because athletes cannot perform well without adequate rest. During their sports season, athletes are to be home by the curfew times indicated below:

1. The standard curfew hours are:

High School	Middle School
10:30 pm weekdays	9:30 pm weekdays
12:30 pm weekends (Fri.-Sat.)	11:30 pm weekends (Fri.-Sat.)

2. Coaches of each sport may adjust times to fit their program needs or special circumstances.

- B. **DRESS & GROOMING:** The example set by an athlete should be among the best in school. This includes general behavior & appearance.

1. During the sport season, boys' hair shall be kept clean, neat and not excessively long or cut or colored in a manner to attract unusual attention. There will be no beards or other forms of facial hair worn by athletes. Sideburns are not to go below the earlobe.
2. During the sport season, girls shall maintain an appearance that is neat and well groomed. Extremes in dress and hair styles shall be avoided.
3. Undergarments worn during completion shall not be a color that attracts unusual attention (bright colors worn under a white uniform, bright compression shorts, etc.)
4. Athletes are required to dress for at least one contest per week: (*designated by the coach*)
5. **Boys:** A shirt, tie and dress pants or a team shirt or jersey when designated by the coach.
Girls: Dresses, skirts, dress pants & blouses, or team shirts or jersey when designated by the coach. Dress pants should be worn with jerseys or team shirts.

C. **FINANCIAL REQUIREMENTS:**

Student athletes must be in good financial standing with Cashmere School District. They must purchase an ASB card & pay the athletic fee (only one athletic fee must be paid per school year). If a student is on the "fine list" for other fees (dues, vocational fees, library or textbooks, etc.) they will not be eligible to participate until the amount is cleared or a suitable payment arrangement has been made in writing with the athletic director/office. (Some financial help may be available upon request. Contact the Athletic Director)

D. ACADEMIC REQUIREMENTS:

Students who participate in athletics are encouraged & expected to develop their academic potential. The coaching staff & administration are committed to creating an environment that fosters academic success for students regardless of their ability level.

HIGH SCHOOL REQUIREMENTS:

Minimum academic requirement:

1. Grades will be checked by the athletic director every 4.5 weeks (matching our current grading periods)
2. If a student has less than a 2.0 cumulative GPA:
 - a. He/she will be required to attend "Study Table" for the assigned 2 week period.
 - i. Students that fail to attend a Study table without valid excuse will be in violation of a minor infraction.
 - ii. Multiple violations will result in a major infraction.
3. If a student is failing any class:
 - a. He/she will be ineligible until a plan of improvement has been created by the athletic director with input from the student and the teacher. This plan needs to be signed by the teacher, parent, student & athletic director detailing what the student needs to succeed. Any violation of the plan would result in immediate ineligibility.
 - b. He/she will also be required to attend "Study Table" for the assigned 2 week period. The student will then be required to have weekly grade checks for the remainder of the grade check period.
 - i. Students that fail to attend a Study Table without valid excuse will be in violation of a minor infraction.
 - ii. Multiple violations will result in a major infraction.
 - c. If a student continues to fail the same class after 2 weeks of study table, he/she could be ineligible until the next grade check.
4. If a student is failing more than 90 minutes' worth of class at grade check, he/she is automatically ineligible until the next grade check.

MIDDLE SCHOOL REQUIREMENTS:

1. In the absence of GPA (which will not be generated with standards-based report card), CMS determines athletic eligibility based on grade reports from teachers indicating which students are not performing up to expectations in their academic classes and/or those who consistently struggle to meet established behavioral expectations. These reports address WIAA compliance guidelines and help identify students who may be in need of additional support.
2. Teacher reports will be checked by the athletic director 2 weeks after each season begins. They will continue to be checked every other Friday throughout the season for all athletes. Coaches will receive an emailed list of athletes who are not meeting standard. The first time an athlete is not meeting standard, they will have a probationary week to improve their performance.
3. Athletes not meeting standard in a class will be called to the office on Fridays. The current situation and next steps will be explained. A letter will be attached requiring a parent signature. As soon as an athlete is able to prove they are meeting standard by showing a teacher's note to office staff, the coach will be notified that eligibility is reinstated. However, once the athlete is determined to be academically ineligible they will be required to miss a minimum of one contest.
4. Students who are academically ineligible will be allowed to practice but will be suspended from competition and not be allowed to travel with the team until eligibility is reinstated.
5. It will be emphasized that school comes first and coaches will allow athletes to show up late to practice if they need to stay after school to work with teachers. If this is the case, athletes must communicate this to the coach prior to staying after and come to practice with a teacher note.

E. INAPPROPRIATE POSTINGS ON SOCIAL MEDIA:

In keeping with the philosophy that the Cashmere version of an athlete is an individual who is in top physical condition and is a positive role model for others. Athletes are prohibited from making inappropriate postings on social media. This includes but is not limited to:

- Postings with drugs, alcohol, marijuana and tobacco, as well as the use of or the appearance of items meant to imply the use of said items.
- Postings with malicious or negative intent directed toward the team, school or opponents.
- Postings using profanity or overtly sexual in nature.

Violation of this section will be considered a minor violation unless it can be used as evidence in another section of this code, then it will be considered a major violation.

F. ATTENDANCE AT FUNCTIONS WHERE ALCOHOL OR DRUGS ARE BEING UNLAWFULLY USED SHALL BE A VIOLATION OF THIS CODE.

In keeping with the philosophy that the Cashmere version of an athlete is an individual who is in top physical condition and is a positive role model for others; Athletes are *prohibited* from supporting, by their attendance, functions where alcohol or drugs are being *unlawfully* used, with their knowledge, or placing themselves in circumstances where they should reasonably know that such conditions exist.

-If a student is present at a function where alcohol, marijuana or other drugs are being unlawfully used, and they do not leave as soon as is reasonable, it will be a Major violation.

An athlete is strictly prohibited from being in possession of or drinking intoxicants, in possession of or using tobacco or marijuana, in possession of or using controlled substances or other non-prescribed narcotics, stealing, vandalizing or *being involved* in criminal misconduct.

-If an athlete is deemed having used alcohol, tobacco, marijuana or any other drug, it will be a major violation.

-If an athlete is caught stealing, vandalizing or involved in any criminal misconduct, it will be a major violation.

II. PROCEDURES AND CONSEQUENCES:

A. MINOR VIOLATIONS:

ACTIONS BY COACH/NOTICE OF DISCIPLINARY ACTION:

- Reprimand
- Extra Conditioning
- Probation
- Suspension
- Removal (requires more than one minor violation)

** If an athlete is removed from multiple sports, due to minor violations, it will be considered a major violation. Thus, an athletic board hearing will be required for reinstatement.*

B. MAJOR VIOLATIONS:

When it has been determined that an athlete has been in possession of or drinking intoxicants, in possession of or using tobacco, or tobacco like substances in any form - includes the smoking of tobacco in any form (cigarettes, cigars, pipes, cigarillos, etc.), and the use of electronic devices that emit smoke or vapor (e-cigarettes and related products) or any other product intended to mimic smoking of any product such as hookahs or similar devices, in possession of or using controlled substances or other narcotics, steals or vandalizes, or is *involved in* criminal misconduct, he/she shall be *removed immediately from the team* for the remainder of the season.

GUILT WILL BE DETERMINED BY:

- Actual observance by competent and reliable witnesses as determined by the coach or administration
- Self-admittance
- Athletes' parents
- Legal action resulting in a conviction

IF IT HAS BEEN DETERMINED THAT AN ATHLETE IS GUILTY OF A MAJOR VIOLATION OF THE ATHLETIC CODE, HE/SHE IS REQUIRED TO REQUEST AN ATHLETIC BOARD HEARING BEFORE BEING ALLOWED TO PARTICIPATE ON AN ATHLETIC TEAM.

When athletes are *removed* from the team for possession of or use of alcohol or drugs, they must meet with the alcohol/drug counselor for an assessment. If additional counseling or other action is recommended by the alcohol/drug counselor, the athlete is required to complete those recommendations as a condition for being *allowed to participate on any athletic team*.

IN SEASON CONSEQUENCES:

The athlete will be removed immediately from the team for the remainder of the season

OUT OF SEASON CONSEQUENCES:

The athlete is required to request an athletic board hearing before being allowed to participate on an athletic team.

POSSIBLE CONSEQUENCES ISSUED BY THE ATHLETIC BOARD:

- **PROBATION:** When an athlete is on probation, minor infractions can be treated as major violations.
- **MINIMUM REMOVAL:** This is at the discretion of the athletic board; it may consist of being removed from interscholastic competition for two or more weeks. The athlete must turn out during the period of removal.
- **MAXIMUM REMOVAL:** Removed from all interscholastic sports for one calendar year. However, if an athlete commits a third major violation, he/she can be removed from interscholastic competition for the remainder of their career. The athletic board can establish other conditions and requirements for the athlete.

C. PROCEDURE FOR REQUESTING REINSTATEMENT AFTER REMOVAL:

1. The athlete must request an athletic board hearing in writing with the athletic director.
2. The athletic board will convene within 10 business (school) days upon the request of an athlete who has committed a major violation and who wishes to be reinstated in interscholastic athletics. The athlete must request an athletic board hearing by making his/her request in writing to one of the following: the principal, assistant principal, athletic director or the athlete's coach.
3. The athletic board shall be composed of the assistant principal, the athletic director, head coaches of the sports concerned, an advisor or other faculty members to be selected by the athlete or, if desired, appointed by the assistant principal. Assistant coaches are encouraged to attend the hearing.
4. In the middle school, the board shall consist of a faculty member designated by the principal as chairman, the head coaches of the sports concerned and one other faculty member selected by the athlete. Assistant coaches may attend the hearings.
5. The chairman of the athletic board will be responsible for keeping proper records of the proceedings. All hearings will be tape recorded and stored by the athletic director.

6. When the principal and athletic director are the same person, the principal will refrain from participating as a member of the athletic board to help ensure an adequate appeal procedure. If the assistant principal and the athletic director are the same person, additional faculty members or coaching staff shall be assigned to the board.
7. The athlete's parents or acting guardians and the athlete must be present at the meeting. Preferably both parents or guardians should be at the board hearing. At least one parent or guardian must attend the board hearing.
8. The athlete board will only convene on major training violations which include the use of tobacco, narcotics and alcohol, anabolic steroids, legend drugs, etc. as outlined in the "Major Violations" section of this code, or if the incident is not considered minor by the athletic director or head coach of the sport concerned.
9. Curfew violations, violations of dress standards and hair length standards are not considered major training violations and are handled by the head coach of the sport concerned as outlined in the letter sent home to parents before the season begins.
10. Athletes are expected to abide by the major violations provisions of the athletic code for the entire *calendar* year.

D. APPEAL PROCESS:

If an athlete is not satisfied with disciplinary actions taken by a coach, the athletic director, or the athletic board, the athlete may appeal. The appeal must be submitted in writing to the appropriate party within (3 school days) after receiving official notification of the action.

1. Disciplinary actions by a coach (minor infractions) – Appeal to the athletic director.
2. Actions taken by the athletic director or athletic board (major infractions) – Appeal to the building principal.
3. Actions taken by the building principal – Appeal, if necessary to the superintendent and finally to the board of directors.

E. TRANSFER STUDENTS ELIGIBILITY:

1. Any student who transfers to the Cashmere School district who has been removed from an athletic team at another school is required to meet with the athletic director to determine eligibility. The athletic board will determine the appropriate action to be taken.

Exceptions to the requirements of this athletic code may be granted based on religious, cultural, safety, gender equity or other significant reasons. Exceptions or appeals can be made to Cashmere School District Athletic Director.

Please detach, sign, and return to the Cashmere High School Athletic Director.

I have read and understand the Cashmere High School Athletic Code and agree to follow the terms of the code.

I have also read and understand the State laws, penalties, and procedures regarding the use, sale and/or possession of ALCOHOL, TOBACCO, MARIJUANA, LEGEND DRUGS and ANABOLIC STEROIDS as outlined by the State legislature and the Washington Interscholastic Activities Association.

Parent Signature

Date

Student Signature

Date Received in Office

Revised June 2016