



EASTMONT SCHOOL DISTRICT

Relationships, Relevance, Rigor, Results

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TO: Board of Directors
FROM: Garn Christensen, Superintendent
SUBJECT: Eastmont Athletic Handbook for Students and Parents for 2018-19
DATE: May 29, 2018

CATEGORY

Informational Discussion Only Discussion & Action Action

BACKGROUND INFORMATION AND ADMINISTRATIVE CONSIDERATION

Previously, staff worked on an Athletic Handbook for Students and Parents. Enclosed is a draft copy of the 2018-19 Athletic Handbook that is available for online registration for the Board to review. There are no significant changes this year.

The handbook will be posted separate on the website.

ATTACHMENTS

Athletic Handbook

FISCAL IMPACT

None

RECOMMENDATION

The administration recommends the Board approve the Eastmont Athletic Handbook for Students and Parents for 2018-19.

1. PHILOSOPHY AND OBJECTIVES

Welcome to the Eastmont School District Athletics Program. Participation on an athletic team can be a rewarding and meaningful educational experience that enhances a child's secondary education. The Eastmont Athletic Department hopes this document provides coaches, parents and students with a better understanding of our philosophy, goals and policies. Please refer to the following information when a question about your child's athletic experience arises. In this document you will find links to other documents and papers.

The Eastmont School District Athletic Programs are a continuation of the classroom. Their purpose is to educate. The **privilege** of athletic participation in athletic-centered interscholastic activities, Eastmont School District students will develop values, attitudes, and skills for personal growth.

2. VALUE OF ATHLETICS

Research indicates that students involved in co-curricular activities have a greater chance of being successful during adulthood. Many of the positive character traits required as a participant in athletics are exactly those that will promote a successful life beyond high school.

Interscholastic athletics promote teaching and learning as demonstrate through:

- Higher graduation rates
- Better attendance
- Lower discipline rates
- Increased motivation to achieve
- Improves self-esteem
- Encourages teamwork
- Teachers sportsmanship
- Builds school spirit
- Creates a sense of community around common goals
- Instills a sense of pride
- Increases family and community involvement

3. EASTMONTATHLETIC CORE COVENANTS

Eastmont Athletics develop student athletes who exemplify **Respect, Accountability, Character and Leadership**. [Eastmont Athletic Core Covenants](#)

Eastmont Athletics makes the commitment to:

1. Provide professionally prepared coaches
2. Provide all students a chance to participate

3. Provides safe and quality facilities and equipment
4. **Provide an opportunity to build positive lifetime memories**
Eastmont Athletics asks the students and families to:

1. Commit to the Eastmont Core Covenants
2. Commit to the Core Covenants of their team
3. Communicate in a timely manner with coaches and athletic director
4. Accept coaching decisions and put the needs of the team first
RESPECT is giving the utmost regard to oneself, individuals around you, your school, your community and the game in which you compete.

- **Athletic Director/Administration will:**

- Have open communication with staff, students and parents
- Deal with staff, students and parents fairly
- Build quality relationships with staff, students and parents

- **Coaches will:**

- Teach athletes to have a respectful work ethic in their sport
- Demonstrate and require good sportsmanship
- Have open communication with players, teams, parents and AD

- **Athletes will:**

- Be a great teammate
- Make good decisions in life, school and as a teammate
- Treat individuals (coach, teammates, opponents, etc.) with respect

ACCOUNTABILITY is taking responsibility for oneself in athletics and in life and builds trust. Accountability leads to reliability.

- **AD/Administration will:**

- Place continual emphasis on academics and scholarship
- Provide quality programs students want to be a part of
- Provide safe and quality equipment and facilities

- **Coaches will:**

- Do what is right for kids
- Lead by example
- Demonstrate self-control when dealing with players, opponents, parents, officials, administration, and media

- **Athletes will:**

- Show great sportsmanship
- Show self-control
- Demonstrate hard work in their sport and classroom

CHARACTER is having the integrity and courage to do what is right in competition and in life.

- **AD/Administration will:**

- Clearly communicate expectations, intentions and suggestions
- Operate in a way that is consistent with WIAA and Eastmont School District guidelines and expectations

- Make decisions that uphold the values of competition and sportsmanship
- **Coaches will:**
 - Teach team members to be accountable and hold others accountable
 - Establish a team environment
 - Demonstrate servant leadership in their role as coach
- **Athletes will:**
 - Make "Team first" decisions
 - Make right choices in the things they do in season and out of season
 - Hold themselves accountable for their choices

Leadership is putting the needs of others before one self and modeling a foundation of trust and integrity.

- **AD/Administration will:**
 - Provide high quality coaches and professional growth opportunities for them
 - Recognize high quality work and achievements in a formal way
 - Provide opportunities to create memorable experiences
- **Coaches will:**
 - Build character in athletes for life not just in their sport
 - Empower athletes to become leaders
 - Lead with integrity
- **Athletes will:**
 - Show selflessness in their actions
 - Serve their team, school and community
 - Demonstrate hard work in their sport and classroom

4. SPORTSMANSHIP

AS members of the Eastmont High School athletic program, students, coaches, and parents are expected to demonstrate proper respect for each other, opponents, opposing coaches, teachers, officials, spectators, and the community. Student athletes and coaches are expected to exhibit the highest level of conduct, both on and off the playing fields, as they are at all times a representative of their team, school and community.

5. EXPECTATIONS OF ATHLETES

Along with the privilege of competing for and representing Eastmont High School on an athletic field/court comes responsibilities and expectations. Athletes are held to a higher standard because of their high visibility. Names and pictures appear in local newspapers. Peers, teachers, and Community members know high school athletes and whom they represent. If Eastmont High School's athletic program expects to continue to receive broad support and respect, we must work hard to earn it each and every day. Our actions are scrutinized not only on the field of play, but in the classroom, around the campus, and throughout the Eastmont community. Our Athletic Core Covenants guide the athletes, coaches and Athletic Department to give a commitment to represent and honor the Eastmont community.

PARTICIPATION

Athletics are voluntary. Participation is not required for graduation, and thus, being on a sports team is not a right but a privilege that is earned. With that privilege come responsibilities to maintain the established standards of conduct as defined in the Athletic Code of Conduct (see below).

PLAYING TIME

In all cases, playing time is earned. Each head coach weighs several factors in determining playing time. This include but are not limited to ability, game performance, academics, work ethic, attitude, citizenship, and adherence to team and athletic department covenants.

ATHLETICS AS A PART OF THE EDUCATIONAL PROGRAM

Athletics are just one of the many parts of an educational program that is provided to student. The main reason that students are in school is to learn and, therefore, academics always comes first. Maintaining academic eligibility is the student's responsibility.

EACH MEMBER OF AN ATHLETIC TEAM MUST:

- Commit to being present at all team activities, including try-outs, practices, meetings, and contests with other schools.
- Dedicate himself/herself to becoming an excellent team member and school citizen.
- Strive to continually improve as an athlete.
- Demonstrate pride in team performance and in himself/herself as members of a team.

6. CONSEQUENCES OF UNETHICAL BEHAVIOR

The following outlines the obvious areas of personal ethics along with the consequences for unethical behavior.

1. Any athlete who is found guilty of stealing or defacing school or personal property, will be dismissed from the team.
2. Profane or obscene language, or any act of vulgarity, is not acceptable. Violators will be disciplined by the coach and may also face School disciplinary action.
3. Athletes are expected to treat their opponent with respect before, during, and after competition. Athletes showing poor sportsmanship towards opponents or officials, will be disciplined by the coach and may also face School disciplinary action.
4. Athletes are expected to attend all classes, be on time, turn in their assignments on time, seek help from the teacher when necessary, have a positive attitude toward their peers and teachers, and be a good citizen. Failure to do so will result in discipline from the coach.
5. Students are expected to be in attendance and attend classes the full day in order to participate in a practice or contest on that day; excluding medical appointments, all other absences should be prearranged through the Athletic Office. Athletes are expected to attend ALL classes after a road contest.

6. An athlete who is suspended from school may not participate in practices or games for the duration of the suspension, including holidays, weekends, and breaks.
7. Attendance at practice, scrimmages, team meetings, and games is required. Absences not excused by the coach in advance may result in disciplinary action and possible removal from the team.
8. Academic Honesty: Athletes are expected to uphold the academic honesty policy set forth by Eastmont School District Board Policy 3241 P. Athletes found cheating will be disciplined by the coach and may also face school disciplinary action.
9. Social Networking by Student-Athlete Participants: it is the expectation that as a student-athlete you will represent our school in the best possible manner. Failure to adhere to the Social Networking Policy will result in disciplinary action as Stated in the policy. Social Networking Policy.
10. Hazing is defined as any conduct or method of initiation into any student organization that willfully or recklessly endangers the physical or mental health of any student or person. A student participant may not participate in a team or individual initiation or other event that involves HIB as defined in the EHS student handbook and in Eastmont School Board Policy 3241P.

7. EXPECTATIONS OF PARENTS

- **BENEFITS AND CHALLENGES OF ATHLETIC PARTICIPATION:** As your student athlete becomes involved on an athletic team, they will experience some of the most rewarding moments of their lives. Likewise, it is important to realize that there will be times when things do not go the way your student wishes. This is the time when your child should set up an appointment to talk to his/her coach. This type of communication will provide the coach and the student a better understanding of each other's ideas and goals. This is also an important segment of a young person's maturity process into adulthood.
- **SUPPORT FOR YOUR STUDENT ATHLETE:**
 - Encourage participation. Allow the student to select the sport based on his/her perceived ability and interest. Provide a pressure free environment regarding scholarship expectations. Be supportive of your athlete. See that his/her needs are met. See that he/she has the right equipment. Attend as many of your child's contests as possible.
 - Stress the importance of the complete athlete...both the mental and the physical preparation.
 - Do not emphasize quitting as the best way to solve a problem... but rather perseverance.
- **KEEPING ATHLETICS IN PERSPECTIVE:**
 - Emphasize that academics must always come first.
 - Assist the student to structure time wisely so that athletics do not interfere with academics.
 - Use athletics as a way to teach your children how to interact with other people during emotional situations. Help your child understand that athletic ability varies with body maturity and that effort is just as important, if not more important, as natural ability.
- **SUPPORTING THE PROGRAM:**
 - Be supportive of the coaching staff. Go to all meetings requested by the coaches. Being on a Successful team is important to your athlete. Support the coaches' preparation plan. Talk to your athlete frequently about how things are going with his/her sport.
 - During the season, take into consideration practice and games when planning family events.
 - Understand the needs of a particular sport. Some take more equipment, while some take more time.

- Model positive behavior.
- **PARENT/COACH RELATIONSHIPS:** Both parenting and coaching are extremely challenging vocations. By establishing an understanding of each position, we are better able to accept the actions of the other for the benefit of the student athlete. As parents, when your children become involved in our program, you have the right to understand the expectations that are placed on your child. This begins with clear communication from your student athlete's coach.
- **COMMUNICATION YOU CAN EXPECT FROM YOUR COACH:**
 - Philosophy of the coach
 - Expectations the coach has for your student as well as the team
 - Locations and times of practices and contests
 - Team requirements (i.e. fundraising, equipment, off-season expectations)
 - Procedure to follow should your child be injured during participation
 - Discipline that results in the denial of your child's participation
 - The availability of the coach to speak with you about your child if you should have a concern
- **COMMUNICATION COACHES CAN EXPECT FROM PARENTS:**
 - Concerns expressed at appropriate times.
 - Notification of any schedule conflict which may involve an absence from practices or a Contest well in advance.
 - Your support for the program and positive encouragement for all involved.
- **APPROPRIATE CONCERNS TO DISCUSS WITH COACHES:** It is very difficult to accept that your child may not play as much as you may have hoped. Our coaches are experienced, professional educators. They use their experience and expertise to coach young men and women and are required to make judgment decisions based upon evaluation of practice performance and what they believe to be in the best interest of all those in their program. Certain topics can and should be discussed with your student athlete's coach.
 - Suggest ways to help your student athlete improve.
 - Concerns about your student athlete's behavior and/or academic progress.
- **ISSUES NOT APPROPRIATE TO DISCUSS WITH COACHES:** The following items are left to the discretion of the Coach:
 - Playing time
 - Play calling and game strategy
 - Other student athletes

8. CONFLICT RESOLUTION

When conflicts or issues arise it is important that they be addressed immediately, and as directly as possible, so that they can be promptly resolved. It is important for student athletes and parents to recognize that coaching strategy and playing time are not appropriate subjects for complaint. In addition, parents should follow any instructions from the coach about the best way/time to approach the coach with questions.

- **Step 1:** Student Athlete contacts coach-The student athlete should present the conflict/ issue to the coach as soon as possible. It is always best for students to become their own advocates. It is expected that the majority of concerns will be resolved at this first meeting.
- **Step 2:** Parent contacts coach - if needed, a parent may contact the coach directly - but not just before, during or after a practice or game. 24 hours should elapse from the time of the incident

until the conversation with the coach. A parent should email or call the coach to set up an appropriate time to discuss the issue.

- **Step 3:** Contacting the Athletic Director - If a satisfactory solution is not reached through direct contact with the coach, the student and/or parent should contact the Athletic Director. The coach should be informed that this contact is going to be made. If needed, a meeting may be scheduled involving all concerned parties in an attempt to reach a satisfactory resolution. The AD will respond to student athletes and parents in a timely manner as to the disposition of their concerns.
- **Step 4:** Contacting the Principal -- If there is still not a satisfactory resolution, the student or parent may contact the high school Principal. The Athletic Director should be informed that this contact is going to be made. While there can be no guarantee that all parties will agree with all resolutions or findings, a thorough, respectful airing of different perceptions and experiences can lead to more productive relationships and clearer understandings in the future.

9. ATHLETE SAFETY

Athlete safety is one of the most important aspects of the Eastmont School District athletic program. Coaches in the Eastmont School District undergo annual training from the WIAA, Eastmont School District and Eastmont Athletic Department as well as professional growth opportunities at coaching clinics across the state. A complete listing of required coach trainings can be found at the Athletic Office. Eastmont School District, in cooperation with Eastmont Athletics and Eastmont Sports Medicine, has created a Return to Play/Learn protocol for injuries and concussions, based on national scientific studies and best practice.

10. ELIGIBILITY

- **AGE:** Under 20 years of age for senior high and 16 years of age for Intermediate/Jr. High.
- **SCHOLARSHIP:** Passing all classes enrolled during the previous semester, or has made up any semester failing grades prior to participation.
- The suspension period for high school students (9-12) shall be from the end of the previous semester through the last Saturday of September in the fall and the first five (5) weeks of the succeeding semester/trimester. If an intermediate or junior high school (7 or 8) student is academically ineligible, his/her probation is three (3) weeks.
- He/she is eligible on the fourth Monday if passing all classes; if not passing at that time, they remain ineligible until such time they are passing ALL classes. Grades will be checked on a weekly basis.
- Grades will be monitored at each of the six week grade periods. At this time, students must be passing a minimum of five (5) out of their six (6) classes, as stated according to WIAA standards. Students not meeting before stated criteria will be monitored on a weekly basis and will remain ineligible until meeting the criteria. This process will be in effect until the next grading period.
- Enrolled in six (6) classes (or the equivalent if in a running start or alternative education program) for the current semester.
 - Seniors who are on track to graduate to initially enroll in one less class than the minimum number of classes required for other students.
- **REGULAR ATTENDANCE:** The student shall be enrolled and in regular attendance within the first fifteen (15) school days in a semester at the start of the current semester in order to participate in interscholastic contests during the current semester.

- **RESIDENCE:** Parents or guardians must be bona fide residents of the Eastmont School District.
- **SEASON LIMITATIONS:**
 - After entering or being eligible to enter the seventh grade, a student shall have six (6) consecutive years of interscholastic eligibility.
 - If the seventh or eighth grade is repeated, and such repetition is based upon documented academic deficiencies by the school principal, the repeated year shall not Count against the student's six (6) interscholastic competitive years.
 - After entering or being eligible to enter the ninth grade, a student shall have four (4) consecutive years of interscholastic eligibility. .
- **CONCURRENT PARTICIPATION:** A student shall not compete concurrently in more than 1 interscholastic sport per Season.
- **NON-SCHOOL PARTICIPATION:** A student may participate on community or club level teams during the WIAA school year. A student may not be given special treatment or privileges on a regular basis to enable them to participate in non-school athletic activities, such as reduced practice times, special workouts, late arrivals, or early dismissals.
- **AMATEUR STANDING:** A student who represents a school in an interscholastic sport must be an amateur in that sport. To protect amateur status a student shall never accept cash awards or accept merchandise or in-kind services of more than \$500 in fair market value during any one calendar year, August 1 through July 31.
- **ATHLETIC CODE OF CONDUCT:** An Activities/Athletic Code of Conduct will be signed by both a parent and athlete and be held on file. Each athlete will follow the rules pertaining to the use of legend drugs/controlled substances, anabolic steroids, alcohol, or tobacco products and behavior/citizenship.
- **EJECTIONS:** Conduct resulting in ejection or disqualification from an interscholastic contest shall result in the following:
 1. Disqualification for the remainder of the contest in which the ejection occurred. The student shall remain with the team and the coach is responsible for the student. The ejected player is ineligible until he/she misses the **next two school contests** in that Sport at the same level of competition for which the person was ejected. The student shall not appear in the School uniform during the suspension period. **Carry Over Language-** if the % is not fulfilled during the present sports season, it will carry over to the next sports season that the athlete completes in good Standing.
 2. The second ejection in the same sport and season shall result in ineligibility for the remainder of the season of that sport.
- **FALSE INFORMATION:** If it is determined that the student/parent/guardian provided the school false information which caused the school to declare the participant eligible, the student will be declared ineligible for interscholastic competition for a period of one (1) year, As a WIAA school, EHS abides by the minimum standards set forth by this organization. Please note Eastmont may enforce stricter standards than the WIAA minimal standards. Complete WIAA eligibility rules may be found at www.wiaa.com.

11. ATHLETE OFFERINGS

Fall Sports (August-November)

- Football
- Girls Soccer

- Boys/Girls Cross Country
- Volleyball
- Girls Swim and Dive

Winter Sports (November-March)

- Boys Basketball
- Girls Basketball
- Boys Swim and Dive
- Girls Bowling
- Boys Wrestling
- Girls Wrestling

Spring Sports (March-May)

- Baseball
- Softball
- Boys Soccer
- Boys/Girls Track and Field
- Boys/Girls Golf
- Boys/Girls Tennis

Year-long Activities

- Cheerleading
- Dance Team
- Sports Medicine

LEVELS OF PLAY

Varsity:

At the highest level of athletic competition in high school athletics and teams are expected to be highly competitive in competition. The goal is to place the best athletes on the athletic field/court. This is subject to coach's decision as listed in #5 above. Athletes and parents should expect the following Concepts to be emphasized

- Developing a high level of proficiency in the physical skills of the sport
- Having the coach's evaluation of an athlete's attitude, skills, and team role determine playing time
- Developing sophisticated strategy, situation analysis, and other mental aspects of the sport
- Specifically defining an individual athlete's role within the team concept
- Fostering maximum commitment to the athletic team
- Understanding and valuing the physical conditioning components of one's sport
- Understanding the importance of individual sacrifice for the good of the team
- Winning within the rules of sportsmanship and fair play.

Junior Varsity:

This is a transitional level for high school athletics and teams are expected to be competitive in competition, and athletes and parents should expect the following concepts to be emphasized:

- Reinforcing and refining fundamental skills.
- Having the coach's evaluation of an athlete's attitude, skills, and team role determine game time
- Demonstrating sportsmanship and fair play
- Developing more sophisticated athletic strategies
- Specifically defining an individual athlete's role within the team concept
- Refining and reinforcing the concepts of commitment and team play.
- Focusing on physical conditioning and development
- Developing the ambition to achieve at the next level of competition
- Prioritizing skill and character development over winning

Freshman/C Team:

At the entry level for high school athletics and teams are expected to be competitive in competition, athletes and their parents should expect the following concepts to be emphasized:

- Developing fundamental skills
- Providing equal practice opportunities for all participants
- Having the coach's evaluation of an athlete's attitude, skills, and team role determine game time, working toward equitable playing time for all participants
- Learning the rules of the game
- Developing an orientation toward and appreciation for team effort in each athlete
- Demonstrating sportsmanship and fair play
- Developing the ambition to achieve at the next level of competition
- Prioritizing skill and character development over winning

12. GAME AND PRACTICE SESSIONS

Practices are held daily for approximately 2 to 2½ hours, or as appropriate to the activity. Some practices and games may be held on Saturdays. Practice sessions do not begin before 3:00 PM on a normal School day. Any team member who must be late or miss practice, games, or meetings must Confer with his/her Coach. Practice and game schedules, particularly in the case of winter and spring sports, include School vacation weeks.

13. QUITTING/SUSPENSION

An athlete having been suspended from one sport may not turn out for another sport in the same season. This does not apply to being cut. Athletes may transfer from one sport to another within the first two weeks of the season. Transfers after two weeks can only be done with permission from both coaches and the Athletic Director.

14. TRANSPORTATION FOR EVENTS

When EHS provides transportation to and from athletic events, student-athletes are required to ride that transportation. The members of the athletic staff feel it is in the best interest of team unity that everyone travel together and share the game experience. As the "guardian" during these trips, the athletic staff must be able to account for the whereabouts of all student-athletes and insure their Safety.

If a parent wishes to take responsibility for the transportation of his/her son or daughter home from an event, it is required, barring unforeseen circumstances, that the parent provide written notice to the coach requesting the exception 24 hours in advance. A parent must also present themselves to a member of the Coaching Staff informing the coach that their child is leaving with them. Student-athletes may then ride with their parent. Student-athletes may not ride with other student-athletes or anyone else other than their parent. Forms are available at the Athletic Office. Departure from group forms may be found online at the Athletics website.

15. HEALTH CONDITIONS

When students participate in after school activities, particularly athletics, they are at the school during a time when most of the usual school staff are not in the building. Therefore, the staff members who are aware of health conditions and have been trained to respond will not be present. Medications, which are kept in the health room are not accessible after school hours. It is important that parents take responsibility for communicating to the coach any information regarding their student's health conditions that could impact their participation in activities. If there are any medical supplies or medications that will need to be available to the student, they need to be provided to the coach or the student must have them in their possession. A plan must be developed by the parents and be in place for the transportation and storage of those supplies, including to activities away from the school campus.

16. SPORTS MEDICINE SERVICES

EHS is fortunate to have a highly qualified and skillful full-time trainer as a member of our staff. On school days our trainer's hours usually begin at 2:30 PM and last until the conclusion of the last practice or home game. During weekends and times when school is not in session, the trainer is required to be on site only for contests and for some scheduled scrimmages. The Sports Medicine program exists to help athletes receive the best possible care. At certain times, however, the trainer and training room facilities are extremely busy. Consequently, access to the training room and its services is limited to athletes who require care only.

In the event of an athletic injury, the trainer is in immediate control. At away contests, if the trainer is not present, the host school medical personnel are in control. If no medical personnel are present, members of the coaching staff are instructed to "take charge" of the situation and, if warranted, call for emergency care. All sport related injuries must be reported to the athletic trainer and a student may not return to competition without clearance by the trainer, which may also include written permission from a physician.

17. UNIFORMS AND EQUIPMENT

Students are responsible for and expected to maintain proper care of all equipment issued to them. Students are responsible for payment of any lost, stolen or damaged items. Each item not returned will be assessed at a rate comparable to the current replacement cost. All equipment is to be returned at the completion of the season. Student-athletes with equipment not returned or outstanding fines due to lost or damaged equipment will not be allowed to participate in another sport. Student-athletes are not to wear uniforms, either practice or game, at any time other than those allowed by specified team regulations.

18. PARTICIPATION - FORMS

In order to participate in organized athletics at EHS, all student athletes must have the following completed forms on file in the Athletic Office before they may try out for a team:

- Athletic registration form [Athletic Registration Form](#)
- Emergency Medical Release (Copy of Insurance Card required) [Athletic Emergency Information](#)
- Current physical (completed by MD, Doctor of Osteopathy, Advanced Registered Nurse Practitioner, Physician's Assistant, or Naturopathic Physician) [Physical-Physician Form](#)
- Eastmont School District Code of Conduct [Code of Conduct](#)
- Concussion information Sheet [Concussion Form](#)
- Sport Specific Guideline
Sheets [Baseball](#); [Basketball](#); [Bowling](#); [Cheerleading](#); [Cross Country](#); [Football](#); [Golf](#), [Soccer](#); [Soft ball](#); [Swimming & Diving](#); [Tennis](#); [Track](#); [Volleyball](#); [Wrestling](#)
- Open Gym Form (weight room and open gym opportunities) [Open Gym Permission Form](#)
- Sudden Cardiac Arrest paper work.

19. NON-DISCRIMINATION

The Eastmont School District provides equal access to all programs and services without discrimination based on Sex, race, Creed, religion, Color, national origin, age, honorably discharged veteran or military status, sexual orientation including gender expression or identity, the presence of any sensory, mental, or physical disability, or the use of a trained dog guide or service animal by a person with a disability. For questions and Complaints of alleged discrimination, contact Eastmont's Title IX Coordinator, Vicki Trainor, at 509-884-7169, 800 Eastmont Ave., East Wenatchee, WA, 98802 or at trainorv@eastmont206.org.

No Discriminación y Acoso Sexual

DISCRIMINACIÓN

El Distrito Escolar de Eastmont no discrimina a ningún programa o actividad basada en sexo, raza, credo, religión, color, origen nacional, edad, veterana o militar, orientación sexual, expresión de género, identidad de género, discapacidad, o el uso de un perro guía entrenado o animal de Servicio y proporciona un acceso equitativo a los Boy Scouts y otros grupos juveniles

designados. Los siguientes empleados han sido designados para manejar las preguntas y quejas de supuesta discriminación:

Coordinadora del Título IX, Vicki Trainor

Directora Ejecutiva de Recursos Humanos

800 Eastmont Avenida

East Wenatchee, WA 98802

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Sección 504 de Oficial de Cumplimiento (Estudiantes)

Mark Marney, Director Ejecutivo de Educación Secundaria

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Coordinadora de Cumplimiento de Derechos Civiles, Vicki Trainor

Directora Ejecutiva de Recursos Humanos

800 Eastmont Avenida

East Wenatchee, WA 98802

509-884-7169

trainOrVG)eastmOnt:206.Orq

Puede informar de la discriminación y el acoso discriminatorio a cualquier miembro del personal de la escuela o al Coordinador de Derechos Civiles del distrito, que aparece arriba. Usted también tiene el derecho de presentar una queja (véase más adelante). Para obtener una copia de la política de no discriminación de su distrito y el procedimiento, póngase en contacto con su oficina escolar o distrito o verlo en línea en WWW.eastmont206.org.

ACOSO SEXUAL

Los estudiantes y el personal están protegidos contra el acoso sexual por parte de cualquier persona en cualquier programa o actividad de la escuela, incluyendo en el campus de la escuela, en el autobús escolar, o fuera de la escuela durante una actividad patrocinada por la escuela.

El acoso sexual es una conducta no deseada o comunicación que sea de naturaleza sexual cuando:

- Un estudiante o empleado se le hace creer que él o ella debe someterse a la conducta sexual no deseada o las comunicaciones con el fin de obtener algo a cambio, como un grado, una promoción, un lugar en un equipo deportivo, o cualquier decisión educativa o de empleo, o
- La conducta interfiere sustancialmente con el rendimiento académico del estudiante, o crea un ambiente educativo o laboral intimidatorio u hostil.

Ejemplos de acoso sexual:

- Presionar a una persona para favores sexuales
- Contacto físico no deseado de índole sexual
- La escritura de grafiti de naturaleza sexual
- Difusión de los textos sexualmente explícitos, e-mails, o imágenes
- Hacer chistes sexuales, rumores o comentarios sugestivos
- La violencia física, incluida la violación y el asalto sexual

Puede informar de acoso sexual a cualquier miembro del personal de la escuela o al Oficial del Título IX del distrito, de la lista anterior. Usted también tiene el derecho de presentar una queja (véase más adelante). Para obtener una copia de la política de acoso sexual de su distrito y los procedimientos, contacte a su oficina escolar o distrito, o verlo en línea en: WWW.eastmont206.org

VIAS DE RECLAMACION: DISCRMINACION Y ACOSOSEXUAL

Si cree que usted o su hijo ha experimentado discriminación ilegal, acoso discriminatorio, o acoso sexual en la escuela, usted tiene el derecho de presentar una queja.

Antes de presentar una queja, puede discutir sus preocupaciones con el director de su hijo o con el Coordinador de la Sección 504 del distrito escolar, el Oficial del Título IX, o el Coordinador

de Derechos Civiles, que están en la lista anterior. Esto es a menudo la manera más rápida a resolver sus preocupaciones.

Oueja al Distrito Escolar

Paso 1: Escriba Su Oueja En la mayoría de los casos, las quejas deben ser presentadas dentro de un año desde la fecha del incidente o conducta que es objeto de la queja. Una queja debe ser por escrito. Asegúrese de describir la conducta o incidente, explique por qué cree que discriminación, acoso discriminatorio, o acoso sexual ha tenido lugar, y describa las acciones que cree que el distrito debe tomar para resolver el problema. Envíe Su queja por Correo, fax, correo electrónico o entregue a mano-al superintendente de distrito o al coordinador cumplimiento de los derechos civiles.

Paso 2: El Distrito Escolar Investiga Su CQueja Una vez que el distrito recibe su queja por escrito, el coordinador le dará una copia del procedimiento de queja y se asegurará de que una investigación inmediata y exhaustiva lleva a cabo. El Superintendente o persona designada responderá a usted por escrito dentro de 30 días calendarios, a menos que usted está de acuerdo en un período de tiempo diferente. Si su queja se refiere a circunstancias excepcionales que exigen una investigación más extensa, el distrito le notificará por escrito a explicar por qué el personal necesita una extensión de tiempo y la nueva fecha para su respuesta por escrito.

Paso 3: El Distrito Escolar responde la queja En su respuesta por escrito, el distrito incluirá un resumen de los resultados de la investigación, la determinación de si o no ha cumplido el distrito con las leyes de derechos civiles, la notificación de que se puede apelar esta determinación, así como las medidas necesarias para que el distrito en conformidad con las leyes de derechos civiles. Las medidas correctivas se lleven a efecto dentro de los 30 días naturales de la fecha escrita respuesta a menos que acepte un período de tiempo diferente.

Apelación para el distrito escolar

Si no está de acuerdo con la decisión del distrito escolar, puede apelar a la junta directiva del distrito escolar. Debe presentar una notificación de apelación por escrito al secretario de la junta escolar dentro de los 10 días calendario después de haber recibido la respuesta del distrito escolar a su queja. La junta escolar programará una audiencia dentro de los 20 días calendarios después de haber recibido su apelación, a menos que estén de acuerdo en tiempo diferente. La junta escolar le enviará una decisión por escrito dentro de los 30 días naturales después de que el distrito recibió su aviso de apelación. La decisión de la junta escolar incluirá información sobre cómo presentar una queja ante la Oficina del Superintendente de instrucción Pública (OSPI).

Queja a OSPI

Si no está de acuerdo con la decisión de la apelación del distrito escolar, la ley estatal proporciona la opción de presentar una queja formal ante la Oficina del Superintendente de Instrucción Pública (OSP). Se trata de un proceso de quejas independiente que puede tener lugar

si se ha producido una de estas dos condiciones: (1) que haya completado el proceso de quejas y apelaciones del distrito, o (2) el distrito no ha seguido el proceso de quejas y apelaciones correctamente.

Usted tiene 20 días calendarios para presentar una queja a OSPI desde el día en que recibió la decisión sobre su apelación. Puede enviar su queja por escrito a la Oficina de Derechos Civiles y equidad en OSPI:

Email: EquityGk12.wa.us Fax 360-664-2967

Entrega a mano: PO Box 47200, 600 Washington St. S.E., Olympia, WA98504-7200

Para más información, visite WWW.k12.Wa.us/Equity/Complaints.aspx, o contacte a La Oficina de Derechos Civiles al 360-725-6162/TY: 360-664-3631 por e-mail al equityQk12.Wa.us.

Otras Opciones Para Reclamos de Discriminación

Office for Civil Rights, U.S. Department of Education

206-607-1600 || TDD: 1-800-877-8339 || OCR. Seattle@ed.gov || www.ed.gov/ocr

Washington State Human Rights Commission 1-800-233-3247 TTY: 1-800-300-7525
| www.hum.wa.gov

20. ATHLETIC DEPARTMENT/ESD CONTACTS

Should you have any questions or concerns regarding the Eastmont Athletic Program, please do not hesitate to contact any one of the following staff members for assistance:

Eastmont High School

- Athletics/Activities Office
- 509-884-8733

Russ Waterman

- Athletic Director/Assistant Principal
- 509-888-4743
- watermanr@eastmont206.org

Debbie Wirth

- Athletic Department Secretary
- 509-888-4753

- Wirthd@eastmont206.org
Lance Noell
- Principal
- 509-888-4744
- noelll@eastmont206.Org

I realize that it is a privilege and not a right to participate in athletics/activities in the Eastmont School District. I understand the Eastmont School District has rules and regulations that may be more restrictive than the Washington Interscholastic Activities Association. In addition, the student-athlete will abide by the Code of Conduct while participating in Summer camps, leagues and trips while representing the Eastmont School District.

THE FOLLOWING RULES ARE SET FORTH IN THE STUDENT-ATHLETE HANDBOOK

1. I will meet all eligibility requirements as defined in the WIAA Handbook and Eastmont Athletic Handbook.
2. I must be in attendance the full day in order to be eligible to practice or compete in a contest/performance on that day.
3. I must pay required fees, purchase a student body card, and pass a physical exam, provide a parents' consent form, and provide proof of adequate medical insurance.
4. In all of the athletic contests/performances conducted away from school, I will ride to and from game/performance in school transportation unless otherwise arranged with the Athletic Office.
5. I will be personally responsible for all school equipment checked out to me and will return same in good condition and in a timely manner.
6. Because I am a student-athlete leader, I should be an example of good character, behavior and citizenship in and out of school. In athletic contests I should compete as a true sportsman.
7. I agree to and will abide by the rules set forth by Eastmont High School, Eastmont Athletics and each sport.

THE FOLLOWING RULES ARE SET FORTH BY THE EASTMONT SCHOOL DISTRICT AND IN THE STUDENT ATHLETE HANDBOOK AS IT PERTAINS TO ALCOHOLIC BEVERAGES, MARIJUANA, LEGEND DRUGS, ANABOLIC STEROIDS, AND TOBACCO PRODUCTS

1. I will not use, possess, or sell alcoholic beverages, marijuana, legend drugs, anabolic steroids, or tobacco products or in any form.
2. I will not knowingly be in the presence of alcoholic beverages, marijuana, legend drugs, anabolic steroids, or tobacco products in any form that are being introduced or used illegally.

DEFINITIONS

a. **Actual Possession:** The act of having a substance in one's custody or control. Actual possession occurs when the item is in physical custody of the person charged with possession.

b. **Constructive Possession:** In the absence of physical possession, if students/participants covered by this code are inadvertently at an event and become aware of the illegal use or availability of alcoholic beverages, marijuana, legend drugs, anabolic steroids, or tobacco products at that event, they are required to remove themselves from that event immediately and self-refer (Refer to letter **f** below). *Student athletes who fail to self refer OR make a willful choice to remain at the event are in violation of the rule.*

c. **Use:** Physical consumption of any illegal substance by any means.

d. **Sale:** The act of distributing an illegal substance by means of exchanging Substances for an agreed sum of money or other valuable consideration.

e. **Discovery- investigative:** The process by which an administrator/coach/adviser arrives at a conclusion regarding a student's involvement in an activities code infraction without the student's full/honest cooperation. The decision will be based on verbal, written and/or visual evidence.

f. **Discovery- self refer:** Participants who self-refer must do so within the first school day after the event. In the event of school being out of session for a break/vacation, students are required to let their coach or administration know within 48 hours after the event. Discipline for self-referral will be reviewed on a case by case basis. *This option is not available for violations that involve the legal authorities.*

- **Prohibited Conduct**
 - Actual Possession/Use of **Alcohol/Tobacco**
- **First Offense**
- **Investigative:**
 - 30% of Season Yearlong Activities** 20 days of participation
 - Self-refer: 15% of Season * Year-long Activities** 10 days of participation
 - Either: Loss of letter, awards, or records earned
- **Second Offense**
 - 100% of Season*** Yearlong Activities** 70 days of participation Loss of letter, awards, or records earned
- **Third Offense**
 - 1 Calendar Year*** Loss of letter, awards, or records earned

- **Prohibited Conduct**
 - Constructive Possession/Use of **Alcohol/Tobacco**
- **First Offense**
- **Investigative:**
 - 30% of Season* Yearlong Activities** 20 days of participation
 - Self-refer: 15% of Season* Year-long Activities** 10 days of participation
 - Either: Loss of letter, awards, or records earned
- **Second Offense**
 - 100% of Season*** Yearlong Activities** 70 days of participation Loss of letter, awards, or records earned
- **Third Offense**
 - 1 Calendar Year*** Loss of letter, awards, or records earned

- **Prohibited Conduct**
 - Actual Possession/Use of **Illegal drugs or marijuana**
- **First Offense**
 - Investigative or Self-refer: Remainder of season***

- **Second Offense**
 - One calendar year from date of violation
- **Third Offense**
 - Permanently ineligible for interscholastic competition

- **Prohibited Conduct**
 - **Ejection from contest**
- **First Offense**
 - Suspension for remainder of contest and next 2 contests at same level ***
- **Second Offense**
 - Same Sport Season: Suspension for remainder of sports Season*** Same School Year: Suspension remainder of contest and next 5 games at same level'
- **Third Offense**
 - Same School Year: One calendar year from date of violation

- **Prohibited Conduct**
 - **Unsportsmanlike Conduct**
- **First Offense**
 - Minimum verbal warning/Coaches Discretion
- **Second Offense**
 - Removal from activity for 5 days
- **Third Offense**
 - Removal for remainder of season

- **Prohibited Conduct**
 - **Illegal Acts**-including hazing or conduct unrepresentative of EHS
- **First Offense**
 - Reviewed case by case by AD/Administrator; Possible removal from team.
- **Second Offense**
 - Reviewed case by case by AD/Administrator; Progressive discipline; Possible removal from team
- **Third Offense**
 - Reviewed case by case by AD/Administrator; Progressive discipline; Possible removal from team

- **Prohibited Conduct**
 - Lack of full-time status
- **First Offense**
 - Ineligible to participate

- **Prohibited Conduct**

- Lack of scholarship (Must pass ALL classes at end of semester)

- **First Offense**

- Ineligible 5 weeks (HS) or 3 weeks (MS) next term; Must be passing all classes at end of probation

- * % Of season will be determined by multiplying the number of regular season contests by % and rounding to the nearest whole number.

**Yearlong Activities include: Cheer, Dance, Flag Team

*** Carry Over Language - if the % is not fulfilled during the present sports season, it will carry over to the next sports season that the athlete completes in good standing. If less than twenty (20) game days remain in the season, the remainder of the sanction shall carryover into my next season of participation; e.g., five (5) game carryover if only 15 games are left in the season.

****The student MAY be reinstated earlier provided he/she utilizes school and community resources for assessment and demonstrates evidence of rehabilitation or treatment.

SOCIAL NETWORKING GUIDELINES

Eastmont Public Schools and the Athletic Department recognize and support the student-athletes' rights to freedom of speech, expression, and association, including the use of social networks. In this context, however, each student-athlete must remember that playing and competing for The Eastmont Public Schools is a privilege. Eastmont students who use social media are asked to remember that any information posted reflects on the entire Eastmont School community and you are expected to portray yourself, your team, and the School District in a positive manner at all times.

In an effort to foster a safe school environment, lawful online conduct, good sportsmanship, and to deter the need to enforce discipline, Eastmont recommends the following guidelines as best practices for the use of social media by all students.

BEST PRACTICE FOR SOCIAL MEDIA USE

These guidelines are intended to provide a framework for Eastmont High School students to conduct themselves safely and responsibly in an online environment. They are not intended, and should not be interpreted by any student or administrator, as allowing unlawful infringement on any student's online exercise of free expression.

Be Aware that Privacy Settings are NOT Foolproof

Students are highly encouraged to use privacy settings on social media sites. However; students should be aware that privacy settings are not foolproof. Even if you diligently monitor your privacy settings, its best to assume that anything you post may potentially be seen by your school, your parents, and strangers.

Avoid Posting Confidential Information

Be aware of the kind of information you are posting on social media sites. Posting information such as your date of birth, address, phone number, class schedule, social security number, bank account number, etc is NOT recommended. Once such information is posted, it becomes the property of the social media site.

Avoid Unprofessional Public Profiles

Any information you put on social media sites is considered public information and may be viewed by members of the public. Be mindful of the image you create for yourself online. Potential, current, and future employers as well as college admissions recruiters may access the information you put on social media sites.

SOCIAL NETWORKING GUIDLEINES

Avoid Posting Illegal Activities

Photos posted via social media become the property of the social media site. You may delete the photo from your profile, but the photo remains on the social media site's server. Internet search engines may still find the image long after you have deleted it from your profile. In addition, even if your profile is set to private, a friend can always download and save incriminating photos that third parties, such as authorities, can use against you in the future. Eastmont High School students should avoid incriminating photos or statement depicting violence, hazing, sexual harassment, vandalism, stalking, underage drinking, selling, possessing, or using controlled substances.

Avoid Bullying/Threats of Violence

While Eastmont High Students have the right to free speech, that right is **NOT** unlimited. Bullying is a serious problem and is not limited to student-to-student interactions. Vicious treatment and hateful words often lead to depression, discrimination, violence, and suicide. The online environment has drastically changed the nature of bullying, and students should carefully consider how their communications will impact others. In addition, all students should avoid communications/postings that threaten physical or emotional injury to another person.

What you Post may affect your Future

Again, all information posted on social media sites is considered public information. It may be viewed by a third parties and used against you. It is best to assume that anything you post may be seen by your school, your parents, and your peers. Many employers and college admission officers review social networking sites as part of the overall evaluation of an applicant. Carefully consider how you want people to perceive you before you give them a chance to misinterpret your information (including picture, videos, comments and posters)

Potential for Discipline by School Authorities

There are many categories of online conduct that, if they relate to school activity or attendance, and if they violate Eastmont School District rules governing student conduct, may subject a student to discipline by district authorities. Similar to comments made in person, the Eastmont Athletic Department will not tolerate disrespectful comments and behavior online, such as:

- Derogatory language or remarks that may harm teammates or coaches; other Eastmont student athletes, teachers, or coaches; employees and student-athletes, coaches, or representatives of other schools, including comments that may disrespect opponents.

- Incriminating photos or statements depicting violence, hazing, sexual harassment, full or partial nudity, inappropriate gestures, vandalism, stalking, underage drinking, selling, possessing, or using controlled substances, or any other inappropriate behaviors.
- Creating a serious danger to the safety of another person or threatening physical or emotional injury to another person.
- Indicating knowledge of an unreported school or team violation—regardless if the violation was unintentional or intentional.

Every allegation of student misconduct is evaluated based on the totality of the circumstances involved, including online activities. Coaches may impose discipline for infractions of team guidelines.