

# ATHLETIC CODE HANDBOOK

## AQUINAS CATHOLIC SCHOOLS

Middle School Grades 6-8  
High School Grades 9-12

The Aquinas Catholic Schools Are Catholic Schools in the Diocese of La Crosse. As Catholic Schools, we shall teach and advocate our Catholic Faith. All students are welcome in our schools, and all parents/legal guardians must understand that Catholic Doctrine shall be taught. The passing on of our Catholic Faith is our number one priority.

Daily prayer and reflection will be a part of our teams' practices, meetings, and competitions. Student-athletes should expect to participate in: Mass, faith-filled events, and service activities.

Approved by Bishop William Patrick Callahan

June 30, 2022

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## I. OVERVIEW OF ATHLETIC CODE HANDBOOK

### A. PHILOSOPHY

A sound interscholastic athletic program must be based on sound Catholic educational principles. Interscholastic athletics outside the traditional school day are an extension of the education process provided during the classroom day. Every interscholastic athletic sport sponsored and supported by the Aquinas Catholic Schools should be considered a phase of the Catholic educational process for each student. Participation in interscholastic athletics is a privilege (not a right) and should elicit great pride in the student, his or her family, and the respective school and community. Interscholastic athletics shall provide opportunities to students for spiritual and personal growth, skill development, physical fitness, socialization, development of moral qualities, and growth in emotional maturity, development of a strong character, creativity, and competition. Each middle school and high school of the Diocese of La Crosse also upholds the concept that an interscholastic athletic program is a cooperative effort involving the Catholic Church, student-athletes, parents/legal guardians, coaches, staff, administration, and the schools' respective communities. Participants who comply with this code of conduct demonstrate a desire to dedicate themselves to self-improvement as well as to enhance the best interests of fellow teammates, coaches, and the Church, school and community. If accepted, this privilege carries certain responsibilities and this athletic code presents these responsibilities.

### B. GOALS

Participating in interscholastic athletics as a privilege (not a right) is an integral part of the middle and high school experience, is an extension of the school day, and provides learning experiences beneficial to the student-athletes participating. The following goals are listed as a part of this athletic code handbook:

1. Provide a safe, faith-filled environment for all participants including practices, contests, facilities, equipment, coaching, transportation, and interpersonal relationships among all, based on sound Catholic teaching and expectations.
2. Provide an educational experience teaching motivation, self-discipline, self-confidence, loyalty, leadership, commitment to team, sacrifice, encouragement, extra effort, team spirit, and a positive attitude within the spirit of Christ's followers.
3. Teach and display high quality Christian conduct, interscholastic sportsmanship, ethical behavior, responsibility, and integrity which represent our Church, ourselves, our families, our Aquinas Catholic Schools, and our communities in the Diocese of La Crosse.
4. Allow for broad participation of student-athletes to the developmental level of each student respective to the level of competition expected within the interscholastic athletic framework broadly from middle school to varsity levels in a Christian manner.
5. Allow for the outcomes of the athletic experience to be a positive expression of Christ's love for ourselves and our fellow competitors.
6. Treat all persons respectfully regardless of individual differences just as Christ would.
7. Show respect for legitimate authority, such as administration, coaches, officials, and captains just as Christ respected his family and friends.
8. Show respect for opponents: players, coaches, supervisors, administrators, and communities, just as Christ respected all people.

C. PURPOSE OF ATHLETIC CODE HANDBOOK

Aquinas Catholic Schools accept the responsibility to develop policy and procedures and establish resources for the purpose of providing an optimal environment for the spiritual, mental, physical, social, and emotional development of its students. In addition to scholastic pursuits, students are provided an opportunity to develop self-respect and respect for others, a willingness to accept responsibility, and the ability to make sound decisions and interact effectively. Providing an environment conducive to developing these skills requires an active combined effort of home, Church, school, and community.

This handbook has been prepared for the benefit of the students, parents/legal guardians, and coaches and has been approved by the Diocese of La Crosse. The purpose of this handbook is to set forth the rules and responsibilities that regulate participation in interscholastic athletics.

Students and parents/legal guardians are expected to carefully read the entire athletic code handbook. Each season, the coaches will emphasize the rules found within this handbook. The student's participation in interscholastic athletics and the rules set forth in this handbook should be discussed by parents/legal guardians with their son or daughter who desires to be a participant in the school's athletic program.

Those not willing to comply with the rules and regulations shall not be permitted to participate in the interscholastic athletics.

*\*In addition to the Athletic Code Handbook, all student-athletes are also expected to comply with the Student handbook of their respective school.*

D. WHEN THIS ATHLETIC CODE IS EFFECTIVE FOR THE PARTICIPANT

The athletic code handbook applies to all middle school (grades 6-8) and high school (grades 9-12) students over the course of their middle school or high school years and includes the signing of the "Athletic Code Agreement". This requirement and agreement begins the timeline for this code to the first fall season of grade 6 and grade 9, respectively, including practices and contests which may occur prior to the beginning of the school year. This code shall remain in effect throughout the entire middle school or high school career including any post-season practices and contests following middle school completion or high school graduation.

**The Athletic Code is in effect for each participant 24 hours per day, 365 days a year.**

E. EFFECTIVE DATE OF ATHLETIC CODE

The rules and regulations set forth in the Athletic Code Handbook are to apply effective immediately upon adoption and proper communication to the Catholic Schools by the Diocese of La Crosse including any disciplinary action then pending. Any new updates to the code approved by the Diocese of La Crosse shall require the signing of a new "Athletic Code Agreement".

F. NONDISCRIMINATION: What is "discrimination"?

The Diocese of La Crosse shall not discriminate in student participation in athletic programs, standards and rules of behavior, disciplinary actions, or facility usage on the basis of sex, race, national origin, ancestry, creed, religion, pregnancy, marital parental status, sexual orientation or physical, mental, emotional or learning disability. Guidance on nondiscrimination within the Diocese of La Crosse is governed by the Code of Canon Law and may take precedence on civil nondiscrimination.

**G. SUPERVISION**

Student-athletes are students first. Therefore, those who normally supervise students: administration, faculty, and support staff, continue to have the duty to supervise student-athletes when those student-athletes are participating in a school activity, even if that activity is outside normal school hours or off of school property.

Assistant coaches, head coaches, and the athletic director are specifically charged with the duty of supervising student-athletes during practice and competition times. This includes during times of school sponsored transportation, clean-up, and locker room changing.

**H. SUMMARY NOTE TO PARENTS/LEGAL GUARDIANS AND STUDENT-ATHLETES**

Because the participation of your student in interscholastic athletics is a privilege (not a right), the expectations of this athletic code by Aquinas Catholic Schools for your student-athlete are high but not impossible. They are, however, necessary in order for our teams, your teams, to be competitive, faith-filled, and the best possible.

What we ask for on your part is dedicated commitment to your fellow student-athletes, teams, and coaches. In return you shall be extended the privilege of representing your school, and for some, to be able to receive school, conference, and state awards and recognition.

Finally, we ask that you enter into this contract in good faith and fully live up to all responsibilities and rules therein.

## II. CODE OF CONDUCT

### A. DEFINITION

Interscholastic athletics are defined as those interscholastic sports specifically sanctioned by their representative school with the approval by the Diocese of La Crosse for which students participate or compete as student-athletes. Interscholastic athletics are not extensions of a specific course for grading. At the high school level, each school belongs to an interscholastic athletic conference (as noted on the title page of this handbook) and is a member of the Wisconsin Interscholastic Athletic Association (WIAA). At the middle school level, each school may belong to an interscholastic athletic conference. This athletic code handbook does not cover non-school sanctioned athletics, club sports, or intramurals.

### B. INTERSCHOLASTIC SPORTS

The interscholastic sports covered by this code include but are not limited to the following as designed by each individual school in the Diocese of La Crosse:

#### 1. Middle School

- a. Boys - basketball, cross country, football, tennis, track and field, wrestling
- b. Girls - basketball, cross country, softball, tennis, track and field, volleyball, wrestling
- c. At this level, there is a "no cut" policy which dictates that all athletes will make the team and all athletes will play in each game.

#### 2. High School

- a. Boys - baseball, basketball, cross country, football, golf, hockey, soccer, swim and dive, tennis, track and field, wrestling
- b. Girls - basketball, cross country, dance, golf, gymnastics, hockey, soccer, softball, swim and dive, tennis, track and field, volleyball, wrestling

The number of student-athletes interested and participating in the program shall determine team formation. All students who wish to participate in an interscholastic sport and who meet the eligibility requirements shall have the opportunity to be on a team. If participation numbers are down or there are not enough students to field a team for any interscholastic sport listed above, as recommended by the coach or athletic director, that particular interscholastic sport may not be offered that particular season.

### C. ELIGIBILITY

1. The Wisconsin Interscholastic Athletic Association (WIAA) establishes the foundation for eligibility for high school athletics. Yearly, the WIAA publishes the "High School Athletic Eligibility Information Bulletin" and this document is an addendum to this Aquinas Catholic Schools Athletic Code Handbook. Each student-athlete, parents/legal guardians, and coaches are to review these minimum requirements prior to each season.
2. For the middle school student-athlete, all students are eligible to participate in athletics and this athletic code handbook covers the code of conduct requirements.
3. Aquinas Catholic Schools may adopt a higher standard for eligibility than the WIAA and those higher standards supersede the WIAA minimum requirements. Student-athletes, parents/legal guardians, and coaches are to review these additional standards in the Athletic Code Handbook prior to each season.

#### D. PROCEDURE FOR JOINING INTERSCHOLASTIC SPORTS

The procedure for joining any of the interscholastic sports sanctioned by the Aquinas Catholic Schools includes the following. These requirements must be completed and approved prior to any participation in an interscholastic sport including practices.

1. Athletic Code Agreement – signed by all students and parents/legal guardians prior to the beginning of grade 6 or grade 9, respectively. These agreements are validated by the athletic director for compliance and cross-checked with the coaches of their respective interscholastic sports each season when the student-athletes sign up. This agreement also includes parent/legal guardian permission for the student-athlete to participate in interscholastic athletics. (NOTE: Coaches will review the Athletic Code each season.)
2. Medical Release, Emergency Contact, and Insurance Waiver Form – completed and signed at least yearly and updated if the student-athlete participates in multiple interscholastic sports in a school year. Insurance information is provided on this form.
4. Concussion and Sudden Cardiac Arrest Form – completed and signed at the beginning of each school year. Each school shall test each student-athlete to establish a “baseline” for future reference in the event a concussion may be evident.
5. Athletic Physical Card – a physical card must be completed and filed with the athletic director as prescribed by the WIAA.
6. Athletic Fee – pay the appropriate athletic fee as prescribed by the individual school.
7. Transfer Students – in addition to WIAA requirements, the athletic director with all due diligence seek to place transfer students in the appropriate timeline from the prior school(s) with respect to their eligibility in interscholastic sports including all known consequences.

#### E. PARTICIPATION EXPECTATIONS

1. Team Rules – Each coach may enact and enforce rules, expectations, and consequences in addition to those stated in this Athletic Code Handbook. These rules, expectations, and consequences shall be provided in writing to the participating student-athlete upon approval of the athletic director.
2. Practices and Contests – Student-athletes are expected to attend all practices and contests. They may be excused from practice or contest by the coaching staff with advance notice. Consequences for unexcused absences from practices and contests shall be handled by the coaching staff.
  - a. Coaches and the athletic director will give special consideration to religious activities, including parish events, if a player needs to be excused.
  - b. Family vacations over scheduled school breaks (example: Christmas and spring) will be given special consideration if a player needs to be excused.
3. Two Sport Athlete in One Season – A student-athlete who wishes to participate in two sports during one season must have written approval from the principal, and approval from both coaches of the sports you are planning to participate in, and must declare one sport to be the “primary” sport and the other to be the “secondary” sport. The student-athlete is expected to attend all practices and contests of the primary sport while working with the secondary sport’s head coach to be present at practices and competitions when possible. An agreement to play two sports in one season form can be obtained in the athletic office.
4. Biological Sex Guideline – To participate, a student-athlete’s biological sex must conform to the sport, club, or extra-curricular activity he or she wishes to join. All persons must use the bathroom or locker room which matches their biological sex.

5. Sunday Rule – No competitions, practices, meetings, team dinners, or other team activities may take place on Sundays without approval from the Dean for the La Crosse Deanery.
6. Holy Days of Obligation Rule – If the Holy Sacrifice of the Mass is not offered during the school day for students, all competitions, practices, meetings, team dinners, or other team activities must end so the student-athlete may leave school at least one hour prior to the start of the earliest Mass scheduled in that locale.
7. Easter Triduum Rule – Competitions are not allowed Holy Thursday through Easter Sunday.
  - a. Holy Thursday - Practices, meetings, team dinners, or other team activities times must end so the student-athlete may leave school at least one hour prior to the start of the earliest Mass scheduled in that locale.
  - b. Good Friday - Practices, meetings, team dinners, or other team activities times must end by 12:00 p.m.
  - c. Holy Saturday and Easter Sunday - No competitions, practices, meetings, team dinners, or other team activities are allowed.
8. Student Health - All practice and contest participation injuries must be reported immediately to the coaching staff by the student and/or parents/legal guardians. An accident report shall be completed and submitted to the athletic director. The student-athlete or his or her parents should report any injuries that happen outside practices and competitions to the respective coach. Whenever a student receives medical treatment that prohibits practice and contest participation in an interscholastic sport, a note signed by the attending physician giving a date for medical clearance for continued participation must be on file with the coach and athletic director in order for the student to return to participation.
9. Transportation
  - a. To Practices and Contests Off-Site of the Home School – when transportation is provided by the school to off-site practices or contests, it is expected that student-athletes will use the transportation provided by the school, excepting only when a student-athlete's parent(s) or legal guardian(s) timely provide the school with a completed Travel Release Form. (See pg. 19). Parents assume responsibility for personally transporting students or arranging for the transportation with another licensed, insured adult (non-student) for the student to off-site practices and contest when transportation is not provided by the school. Aquinas Catholic Schools shall assume no responsibility for any student who misses the prescribed mode of transportation to a practice or contest outside the home school and attempts to travel to the destination on their own. The coaching staff shall review transportation rules before leaving for the practice or contests and all student-athletes are expected to follow the transportation rules. Coaching staff may assign consequences for any student-athletes who fail to use school-provided transportation to or from off-site practices or contests.
  - b. From Off-Site Practices and Contests Back to the Home School - when transportation is provided by the school from off-site practices or contests to return to the home school, student-athletes will use the school-provided transportation, excepting only when a student-athlete's parent(s) or legal guardian(s) timely provide(s) the school with a completed Travel Release Form. (See pg. 19).
  - c. Contests which Occur Overnight (i.e. WIAA Tournament Series) – student-athletes must follow all rules and expectation established by the coaching staff, adult chaperones, and school policy.
10. Modesty

“Modesty means refusing to unveil what should remain hidden. It guides how one looks at others and behaves toward them in conformity with the dignity of persons. Modesty protects the mystery of persons and their love.



Modesty is decency. It inspires one's choice of clothing. It is discreet. Teaching modesty to children and adolescents means awakening in them respect for the human person" (CCC 2521-2522, 2524).

Modesty is necessary because each person is created in the image of God and therefore each person inherently has dignity and deserves respect and honor. When we encounter another person, we want to see the person, not just a part of the body. When we dress in a manner that draws another person's attention to a specific part of the body, we are dressing in an immodest way.

Student-athletes are expected to dress, speak, and behave in a modest manner. Tight fitting uniforms and tight fitting warm-up clothing should be avoided, but it is understood that some sports' required athletic uniforms are unfortunately immodest. In these cases, student-athletes must wear the required or necessary uniform only during actual competition or practice, but as soon as the competition is completed or practice concluded, the student-athlete must quickly return to being dressed in a modest manner, such as putting on a modest warm-up. If an immodest uniform is required or necessary, it must not be worn outside the competition or practice times / facility.

Please note, during practices and competitions, student-athletes must wear a shirt (clothing that modestly covers their upper torso).

Being modest also requires the student-athlete to behave appropriately in locker rooms and bathrooms. While in a locker room or bathroom, student-athletes must: modestly cover up whenever possible, keep his or her eyes to him or herself, always use modest language, and not play, sing, or recite inappropriate music.

#### 11. School Attendance

- a. A student-athlete is expected to be present the full day of school prior to practices and contests.
- b. Student-athletes with absences from school are not allowed to participate in practice or a contest on the day of the absence.
- c. The athletic director in consultation with the school principal has the discretion regarding appointments and potential absentee situations on a case-by-case basis.
  - A. For the day of a practice, team meeting, or competition, student-athletes are required to be present for 50% of the school day prior to practices and contests. *(if you are absent for the first part of the school day, you must be to school no later than 11:30am in order to participate in any athletic activities for that day. If a student goes home sick, they are restricted from participating in any school related event, even if they were present for 50% of the school day)*
- d. The athletic director in consultation with the school principal has the discretion regarding academic absentee situations on a case-by-case basis. (Examples: standardized testing and college visits or enrollment interviews)
- e. Student-athletes will attend school the day following a contest to ensure that they are maintaining a high standard of academic excellence.

Note: Unexcused absences are addressed in Section II (F)(2) Below-the-Line Behaviors

## F. BEHAVIORS AFFECTING CONTINUING ELIGIBILITY TO PARTICIPATE AND CONSEQUENCES

### DSP 5112 - Catholic Faith and Moral Standard

As a condition of initial and continued enrollment as a student in the diocesan schools, a student's conduct must be consistent with Catholic faith and morals. Conduct which is inconsistent with Catholic faith and morals, which is a threat to the health, safety, and welfare of other students and/or which causes scandal, impairs or threatens to impair the reputation of the Church or its schools, is grounds for disciplinary sanctions up to and including immediate expulsion.

#### 1. Academics

The marking periods that will be used to determine athletic eligibility related to grades include:

- 1<sup>st</sup> Quarter Grades
- 2<sup>nd</sup> Quarter Grades
- 3<sup>rd</sup> Quarter Grades
- 4<sup>th</sup> Quarter Grades

Incompletes: Incomplete grades are treated as failing grades until they are made up and the student is passing. Illnesses and extenuating circumstances may be considered on a case-by-case basis. For grades of an I (incomplete), students, in consultation with their teacher(s), will have two weeks following the posting of grades to attempt to achieve a passing grade. The student will remain ineligible until the Incomplete grade is removed and a passing grade is achieved.

If a student receives a grade of an F or an I (incomplete) in one course during a grading period, the student will be ineligible for **5 school days** as they attempt to achieve a passing grade. A student with one incomplete will serve the 5 school day suspension until the student has completed the required work and has consent from administration that the grade is now passing. A student will regain eligibility on the 6<sup>th</sup> scheduled school day.

*\*If a student received an F during the 4<sup>th</sup> quarter marking term and the student is still involved in a spring sport, and the school year is completed, then the student will be ineligible for the next 5 days of practice/competition days, and as per the WIAA requirements, a student who is ineligible (in accordance with the Aquinas High School Athletic Code) for one or more WIAA tournament competitions is disqualified for the remainder of the total tournament series in the that sport.*

*\*If a student received an F during the 4<sup>th</sup> quarter marking term, and the student has already completed their spring sports season or does not participate in a spring sport, the student will be ineligible and unable to practice for the first 5 days of the fall athletic scheduled practices. They will become eligible on the 6<sup>th</sup> day of practice for his/her Fall sport.*

If a student receives a combination of 2 F's or I's (incompletes) the student will be ineligible for **15 school days** as required by the WIAA as they attempt to achieve a passing grade. A student will be eligible on the 16<sup>th</sup> scheduled school day.

The student is to start their ineligibility period as soon as possible following the posting of grades.

Ineligible student athletes **may** practice with the group (including scrimmages), but **may not** participate in any competitions or events; they **may not** travel with the group. For home competitions or events, they **may** be with the team or group in street clothes.

A student who is ineligible (in accordance with the Aquinas High School Athletic Code) for one or more WIAA tournament competitions is disqualified for the remainder of the total tournament series in the that sport.

The following are noted explanations for Below-the-Line and Bottom-Line Behaviors

Note 1: School's Student-Parent Handbook application

A student-athlete whose behavior falls below-the-line or bottom-line may be subject to consequences within this athletic handbook and the school's student-parent handbook.

Note 2: Simple corrections from authority

Authority – pastors, coaches, athletic directors, teachers, school administrators – can give simple corrections to a student-athlete's behavior that comes close to below-the-line behavior. Two examples are a correction for the flippant or accidental use of inappropriate language or easy directions to fix small displays of immodesty.

Note 3: Student with documented behavioral plans

When working with student-athletes who have a documented behavioral plan (for example an ISP), school administration will review consequences to make sure those consequences are in agreement with the student-athlete's documented behavioral plan. To be in agreement with the documented behavioral plan, necessary consequence changes may be implemented on a case by case basis.

Note 4: Locker rooms and Bathrooms

All persons must use the bathroom or locker room which conforms to their biological sex.

The Aquinas Catholic Schools recognize it is difficult to supervise locker rooms and bathrooms. Therefore, student-athletes know that their time within a locker room or bathroom will be limited. No student-athlete should be in a locker room or bathroom for an extended period of time.

While in a locker room or bathroom a student-athlete's behavior is to be far Above-the-Line. The authority has the discretion to judge a student-athlete's unacceptable behavior within a locker room or bathroom as below-the-line behavior or bottom-line-behavior.

- Cell phones and other recording devices may NOT be used.
- The dignity given to each person by God will be respected.
- Use of modest language is absolutely required.
- Student-athletes need to modestly cover up whenever possible.
- Each student-athlete should keep his or her eyes to him or herself.
- Students must not play, sing, or recite inappropriate music – music with lyrics that are hateful, sexual, or violent
- Locks should be used to secure personal belongings.
- Student-athletes need to keep locker rooms and bathrooms clean and tidy.
- The use of spray deodorant and perfume should be limited.
- Rough-housing, fighting, physical horse-play is forbidden.

## 2. Below-the-Line Behaviors

Student-athletes are representatives of the Catholic Church, their respective schools, families, communities, and the Diocese of La Crosse. With themselves, teammates, coaching staff, at contests, in school, and within the community, it is expected that "above-the-line" behaviors be consistently exhibited.

Above-the-line behaviors fall into three primary themes: safety, respect, and responsibility. In the Christian spirit, behaviors exhibited in all three themes positively shall promote exemplary outcomes.

Below-the-line behaviors violate the basic tenets of being and feeling safe, showing and having respect, and taking responsibility as an individual and as a part of a team.

The list of below-the-line behaviors is cause for consequences through this Athletic Code Handbook:

- Dishonesty – academically or with clergy, administration, faculty, and staff of the school
- Unexcused absences (an unexcused absence may include any part of a day including being unexcused for one class period in a day)
- Consistently poor classroom behavior
- Poor interscholastic sportsmanship
- Disrespect to clergy, administration, faculty, and staff of the school
- Continued use of flippant or "accidental" swearing after authority correction
- Chronic dress code violations
- Inappropriate use of social media on or off school grounds
- Any in-school suspension
- Negative attitude by condoning or encouraging athletic code violations (engaging in or being an accomplice to any other immoral or unacceptable conduct contrary to the philosophy of the extracurricular code, the regulations within the WIAA, or the ideals, principles, and standards of the schools of the Diocese of La Crosse).
  - An accomplice is one who encourages another to behave or speak in an unacceptable manner. An accomplice might also be a person who is aware of another person's unacceptable behavior or speech and does not correct or report the offending person. An accomplice fails to restore dignity to the person who is hurt.
- Any acts that are believed to reflect poorly on the reputation of the Aquinas Catholic Schools and the Diocese of La Crosse

### Consequences

The consequences outlined below for below-the-line behaviors are cumulative over the course of the student athlete's middle school or high school athletic career.

### **FIRST VIOLATION OF BELOW-THE-LINE BEHAVIORS**

- a. Suspension for 15% of the total scheduled contests.
- b. The suspension shall be carried over to the next season at a prorated amount.
- c. When a student is in multiple sports in a season covered by this athletic code, the suspension covers all sports concurrently.
- d. With the athletic director's approval, the participant may practice with the sport.
- e. Leadership positions are suspended at both practices and contests for the duration of the consequence.
- f. Honesty Clause – A student athlete who, when initially confronted about a first offense violation, is honest and tells the truth shall have an opportunity for an adjustment of the consequences. A student who is honest about the code violation shall accept a 5% suspension of total scheduled contests. Minimally, the suspension shall be reduced by one contest.
- g. If only one contest is affected by the suspension, the suspension still applies.
- h. If the suspension includes the WIAA tournament series, all contests in the series are cause for suspension.

### **SECOND CUMULATIVE VIOLATION OF BELOW-THE-LINE BEHAVIORS**

- a. Suspension for 40% of the total scheduled contests.
- b. The suspension shall be carried over to the next season at a prorated amount.
- c. When a student is in multiple sports in a season covered by this athletic code, the suspension covers all sports concurrently.
- d. With the athletic director's approval, the participant may practice with the sport.
- e. Leadership positions are suspended at both practices and contests for the duration of the consequence.
- i. Honesty Clause - a student who is honest about the second cumulative code violation shall accept a 20% suspension of total scheduled contests. Minimally, the suspension shall be reduced by two contests.
- j. If only one contest is affected by the suspension, the suspension still applies.
- k. If the suspension includes the WIAA tournament series, all contests in the series are cause for suspension.

### **THIRD CUMULATIVE VIOLATION OF BELOW-THE-LINE BEHAVIORS**

- a. Suspension for 75% of the total scheduled contests.
- b. The suspension shall be carried over to the next season at a prorated amount.
- c. When a student is in multiple sports in a season covered by this athletic code, the suspension covers all sports concurrently.
- d. With the athletic director's approval, the participant may practice with the sport.
- e. Leadership positions are revoked.
- f. If the suspension includes the WIAA tournament series, all contests in the series are cause for suspension.

### **FOURTH CUMULATIVE VIOLATION OF BELOW-THE-LINE BEHAVIORS**

- a. Suspension for all activities for rest of school career in either middle school or high school.

### 3. Bottom-Line Behaviors

Bottom-line behaviors are behaviors that are an affront to the dignity given to all people by God. These behaviors are so egregious (extremely negative, usually illegal, or significantly below the norm of human interaction) that severe consequences are in order.

Bottom-line behaviors which occur on or off school property listed below are cause for consequences through this Athletic Code Handbook:

- Hazing or initiation pranks
- Possession, consumption, buying, or selling of alcohol or imitation alcohol, tobacco products, vapor devices, body-altering chemicals (such as steroids) or mind-altering chemicals (illegal drugs, controlled substances, and abuse of prescription medications) (Prescription medicines are exempt when used by the individual for whom they were prescribed in a manner and amount prescribed as prescribed by a physician.)
- Vandalism or property destruction
- Being intentionally and excessively immodest in dress or language while representing the school or at a school event
- Being intentionally obscene and vulgar with excessive swearing or use of obscene gestures
- Insubordination to school administration or pastoral leadership
- Theft or stealing
- Bullying or cyberbullying
- Harassment
- Any out-of-school suspension from school
- Use of communication devices which have a camera and are capable of recording in the locker room area
- Proven violations of civil law brought to the attention of school officials not defined as a felony

#### Consequences

The consequences outlined for bottom-line behaviors are cumulative over the course of the student athlete's middle school or high school athletic career. If the first violation of a bottom-line behavior is extremely egregious a student-athlete may be subject to the second violation consequence.

#### **FIRST VIOLATION OF BOTTOM-LINE BEHAVIORS**

- a. Suspension for 50% of the total scheduled contests.
- b. The suspension shall be carried over to the next season at a prorated amount.
- c. When a student is in multiple sports in a season covered by this athletic code, the suspension covers all sports concurrently.
- d. Student-athlete shall not practice with any school-sanctioned sport until the suspension is completed and after a parents/legal guardians/legal guardians meeting is held to re-establish the expectations of this code.
- e. Leadership positions are revoked permanently.
- f. If the suspension includes the WIAA tournament series, all contests in the series are cause for suspension.

#### **SECOND VIOLATION OF BOTTOM-LINE BEHAVIORS**

- a. Suspension from all interscholastic athletics for a full 12 months from the date of the violation.
- b. If this violation ends during a future athletic season, the student-athlete shall be allowed to practice at the start of the season in which the suspension ends but cannot participate in a contest until the 12-month suspension is completed.

#### **THIRD CUMULATIVE VIOLATION OF BOTTOM-LINE BEHAVIORS**

- a. Suspension from the interscholastic athletic program for the rest of school career in either middle school or high school.

4. Legal Felonies, Crimes of Moral Turpitude, and Delinquent Acts

- a. Scope: The consequences outlined below for this Section II(F)(4) relate specifically to (1) any conduct that constitutes a felony, (2) any conduct that would be a felony if committed by an adult, (3) any criminal conduct that involves moral turpitude (e.g., an act or behavior that gravely violates moral sentiments or accepted moral standards of the community), or that if committed by an adult would constitute criminal conduct involving moral turpitude, or (4) any conduct that results in or that could result in a juvenile delinquency proceeding. All such conduct shall collectively be referred to throughout this section as "Criminal Conduct."
- b. Consequences:
  - 1. Arrest: A student who has been arrested for any Criminal Conduct shall be suspended from the interscholastic athletic program pending either the declination of charges, the filing of charges, and/or the school's investigation of the underlying conduct.
  - 2. Charging: A student who has been charged with any Criminal Conduct, as defined above, or about which the school has received notice, shall be suspended from the interscholastic athletic program pending either the dismissal of charges, the student being found not guilty, or the student fully paying his/her debt to society.
  - 3. Conviction or Admission: A student who has been convicted of or who has admitted to any Criminal Conduct, as defined above, shall be suspended from interscholastic athletic programs for the rest of the student's school career in either middle school or high school.
- b. Consequences pursuant to this Section II(F)(4) are not subject to appeal.

G. POLICY ENFORCEMENT

1. Notification

- a. Any report with specific and credible information of a potential violation of the Athletic Code received from any source will be promptly investigated by the athletic director, and / or the school's administration, and / or an authority assigned by the administration.
  - 1. Authority may request a written report.
- b. Those reports substantiated as a violation will cause the athletic director to enforce the appropriate consequences of the Athletic Code immediately.
- c. The student-athlete and parents/legal guardian shall be notified immediately of a violation.
- d. The penalties shall be assessed immediately.

2. Administrative Recourse (adapted from DSR 5901)

Outline of the chain of authority to be followed in resolving athletic department disputes

Parish Schools

- 1. Teacher, coach, or other school employee
- 2. Athletic Director
- 3. Principal
- 4. Pastor
- 5. Dean
- 6. Diocesan Bishop (or assigned delegate)

Catholic School Systems

- 1. Teacher, coach, or other school employee
- 2. Athletic Director
- 3. Principal
- 4. President
- 5. Dean
- 6. Diocesan Bishop (or assigned delegate)

Administrative Recourse Procedure in the Diocese of La Crosse:

Note 1: The consequence during the recourse procedure is to be enforced. (DSP 5902)

Note 2: During the administrative recourse process, it is understood that while working to reconcile an authority may seek the assistance of others, especially those respected for their ability to reconcile; but the authority remains responsible for seeking the resolution to the conflict.

When one of Christ's faithful judges himself or herself injured by the decision or action of a person exercising pastoral or administrative authority in the Diocese of La Crosse, he or she, within fifteen days is to first seek reconciliation or request reconsideration in writing with the person exercising pastoral or administrative authority. The person exercising pastoral or administrative authority has fifteen days to reconsider and respond in writing.

If the party who judges himself or herself injured is not able to achieve reconciliation with the authority involved, he or she may present the grievance to the next office in the chain of authority within fifteen days of the time of the decision made by the lower authority. The recourse is to be made in writing and is to state the facts of the conflict and the reason or reasons why the party judges himself or herself injured. The response by the next office in the chain of authority to the recourse must be made in fifteen days, is to be made in writing, and is to state the reasons for the response given.

If reconciliation is not achieved by working with the next office within the chain of authority, the party who judges himself or herself injured may continue the process of presenting his or her grievance to the next office in the chain of authority. Each time the party who judges himself or herself injured presents his or her grievance it must be done in writing and within fifteen days of the previous decision. Each next office in the chain of authority has fifteen days to reply in writing.

If the party who judges himself or herself injured reaches the final office in the chain of authority, the Bishop or his assigned delegate's office has thirty useful days to respond from the day he or she receives the request.

The Bishop or his assigned delegate's office is the final authority within the administrative recourse process.

If the grievance is against the Diocesan Bishop, the legislation in the Code of Canon Law is to be followed. (cf. Can. 1732-1739)