

STATEMENT OF PHILOSOPHY

The Neenah Joint School District sponsors and encourages student participation in co-curricular activities as a means of providing opportunities for personal growth, skill development, socialization, creativity and competitive experiences. The value of supplemental activities is important to the total educational process. It is the position of the Neenah Joint School District that involvement in co-curricular activities is a privilege with accompanying responsibilities and expectations. It is the interest of the school and community that equitable standards for participation be established and administered.

It is also recognized that there are various types of co-curricular involvement. For a list of all co-curricular activities that fall under the Neenah Joint School District Code of Conduct Rules see www.neenah.k12.wi.us/nhs. Consequently, standards for participation are to be equitably established and carefully defined with regard to the type of activity. These standards should include consideration of academic performance, personal behavior and mood-altering chemical involvement. It is the belief of the Neenah Joint School District that adherence to the standards established in this document will promote the growth of a responsible, member of the community.

The Board of Education reserves the right to change or revise this code at any time.

GOALS

The co-curricular activity program is an integral part of the educational curriculum. It provides opportunities for learning experiences difficult to duplicate in regular school activities. Co-curricular participation has the following major objectives.

1. To teach attitudes of responsibility and cooperation.
2. To help students realize that participation in co-curricular activities is a privilege with accompanying responsibilities.
3. To provide activities that help to create school unity.
4. To provide activities for learning self-discipline, loyalty, team play, personal pride, pride in the organization, respect for the rights of others, leadership, and the will to be successful.
5. To provide students with opportunities for competition and participation.
6. To place the unit, team, squad, class and school above individual desires.
7. To accept responsibility to set a good example for teammates, peers, younger students, fans and school community.

DETERMINING EXPANSION/REDUCTION OF CO-CURRICULAR PROGRAM

The methods used in determining recommendations to the Board of Education for additions or deletions to the co-curricular program should include a comprehensive examination of the number of participants, opportunities to compete, financial resources, physical facilities (fields, courts, locker rooms, etc.), patterns of growth, and school/community support. These factors should include an annual review of the yearly participation summary (7-12), end-of-the-year activities summary (7-12), coach/ parent/ student/athletic dialogue and ongoing discussions in the advisor/advisee program. When all the information gathered from these sources indicates a need for additions or reductions in the co-curricular program, the high school/middle school administration will formulate recommendations to be presented to the Board for approval.

ELIGIBILITY RULES

To retain eligibility for participation in Neenah Joint School District co-curricular activities, students must conduct themselves as good citizens, both in and out of school, at all times. Students who represent the school in an activity are expected to serve as good role models to other students and to the members of the community. The Eligibility and Code of Conduct Rules are in effect on a year-round (12 month) basis. Consequences will be immediately applied, or enforced at the start of the student's next activity if that student is not involved in an activity at the time of the violation.

ACADEMIC: The student must be enrolled as a full-time student in the Neenah Joint School District. A student must pass five courses and may not have more than one failure to be eligible to participate in co-curricular activities. Ineligible students will be prohibited from practice, competition, or performance for six weeks during this period of academic ineligibility. Incompletes shall count as failures until made up. Eligibility for any six-week period shall be determined by the last grade reporting period. Second semester grades can be made up in summer school.

ATHLETICS: Athletes need to have a signed student and parent WIAA Guidelines H.S. Eligibility Information Bulletin Waiver.

ATTENDANCE: Students appearing as unexcused from class or study hall will be ineligible to practice, perform, or compete in any activity on the day of the unexcused absence. A student must be in school all day on the day of a practice/contest/performance to be eligible to practice/compete/perform. Excused absences (doctor/dental appointments, family emergencies, etc.) should be pre-approved by the Activities Director and an administrator.

A student, when he or she joins an activity, is expected to dedicate the time specified for practice by the Coach/Advisor. Regular attendance at practice sessions/events is required. At the discretion of each Coach/Advisor, when a student is absent due to being on vacation with his/her family, and/or is in a conflicting school event/activity, the student may receive a consequence, if any, that will not exceed one-half (1/2) of the First Offense consequence (12.5%). Participants and their parents are highly encouraged to speak with their Coach/Advisor as soon as possible if there are plans for the student to miss any part of the season.

CO-CURRICULAR CODE MEETING: The parent/guardian and student must attend the mandatory Co-Curricular Code Meeting each year of participation. All participants and parent/guardian must return a signed Neenah High School Co-Curricular Code of Conduct Commitment Form prior to starting the activity.

DRESS: Every co-curricular participant is expected to maintain appropriate standards of dress and grooming while representing their school or team.

EMERGENCY MEDICAL FORM: An emergency medical form must be completed each year.

EQUIPMENT: Each student is responsible for the school equipment issued to him/her. All lost equipment must be paid for by the student to whom it was issued prior to any involvement in another school activity. Any student possessing school equipment not issued to that student faces disciplinary action which may prevent his/her further involvement in any Neenah Joint School District student activity.

INJURY DURING ACTIVITY OR CONTEST: Any student who is injured during an activity or contest shall report the injury to the Coach/Advisor or Athletic Trainer at once.

QUITTING/DROPPED FROM TEAM: Students who are dropped from one activity for disciplinary reasons, or who quit, shall not be eligible to compete in another activity for that particular season without mutual agreement of Coach/Advisor. However, any student who is cut may compete in another activity during that season.

TRANSPORTATION: A student who travels to an out-of-town activity with a school group must return with the group. The only exception to this rule is if parents or guardians are present at the out-of-town site, they may request that their son/daughter return with them. This request must be made in person by the parent or guardian to the Coach/Advisor. The request must include written permission releasing the Neenah Joint School District of responsibility for transportation.

OTHER: If the number of students trying out for an activity is more than the facilities and equipment can accommodate, selection will be made on the basis of ability shown. The middle schools will encourage participation of as many students as possible in an activity.

CODE OF CONDUCT RULES

Any student who, after a hearing at which the student shall be confronted with an allegation, the basis of the allegation, and given an opportunity to tell his/her side, is found to have violated the Neenah Joint School District's Code of Conduct Rule will be deemed ineligible for a period as described below. A student may lose eligibility under the Code of Conduct Rule for any of the following behaviors:

Chemical Health Behavior:

1. Possession, use, or purchase of tobacco products, regardless of the student's age.
2. Possession, use, or purchase of alcoholic beverages, including beer and wine, regardless of the student's age per Code of Conduct Rule #14.
3. Possession, use, purchase, or attempted sale/purchase of illegal drugs, look-a-like drugs, or mood-altering substances, or the unauthorized possession, use, purchase, or attempted sale/purchase of unlawful drugs, drug paraphernalia or mood-altering substances.
4. Unlawful or school violation by possession, use, purchase, or attempted sale/purchase of prescription medication.
5. Possession, use, or purchase of any WIAA performance-enhancing and banned substances by student-athletes.
6. Being in attendance at a function or party where the student knows, or has reason to know, that alcohol or other drugs are being consumed illegally by minors, and fails to leave despite having a reasonable opportunity to do so (also referred to as the "Mere Presence Rule").
7. Any student who has a gathering at his/her home/property where alcohol or drugs are being used will be given a penalty at the next highest level at which he/she would normally be suspended. Example: If a student hosts a party, and it is his/her first violation, since the party was at his/her home/property, he/she would be given a violation as their second offense. NOTE: A student who hosts a party may not use the "Admission Prior to Determination" reduction.

Criminal and other Inappropriate Behavior:

8. Engaging in any act that would be grounds for arrest or citation in the criminal or juvenile court system (excluding minor offenses such as traffic or hunting/fishing violations).
9. Excessively inappropriate or offensive conduct such as assaulting staff or students, or gross insubordination (talking back or refusing to cooperate with adults/authorities). NOTE: This includes group conduct.
10. Hazing is not permitted. No co-curricular participant shall stage any type of initiation ceremony or hazing for co-curricular participants at any time and on any level.
11. Harassment and/or Bullying is not allowed per School Board Policy.

Electronic Device/Internet Behavior:

12. Students will not represent themselves or others inappropriately or unlawfully on the internet or any other form of electronic device. This would include blog sites, instant messages, social networking, texting, etc.
13. Any identifiable image, photo or video which implicates a co-curricular participant to have been in possession or presence of alcohol and/or drugs or portrays actual use, or out of character behavior or crime, shall be confirmation of a violation of the Code of Conduct.

Other:

14. The Administration will consider the complete set of factual circumstances for each situation and assign appropriate consequences based upon the nature and extent of the violation of the Code of Conduct.
15. Any situation or problem that may arise that is not specifically covered above may be reviewed by the Administration.

If a Neenah Joint School District Administrator or Activities Director has a reasonable suspicion that a specific co-curricular participant may have violated the district's code of conduct, he/she may question that student about a possible violation. In responding to any such questioning about his/her personal actions, it is expected that the student shall answer truthfully. Also during the questioning process, a student may not attempt to mislead or misrepresent himself/herself, which may impede the investigation.

PROCESS FOR DETERMINING VIOLATION(S) OF CODE OF CONDUCT RULES

Any student reported for a violation of any of the eligibility or Code of Conduct rules shall have a fair hearing, and the following process shall be used:

1. Violations of the Code of Conduct Rule will be deemed authentic based upon the word of an authorized adult, which is defined as a coach, sponsor, administrator, teacher, police officer, the student's parent or guardian, or by the admission of the student.
2. The building administrator and/or designee who may include the Assistant Principal, Activities Director, or Coach/Advisor will meet with the student to determine rule violations.
3. An attempt will be made to contact a parent/guardian concerning the penalty established.
4. The student and parent/guardian will be informed, in writing, of the nature of the offense and the penalty deemed appropriate by the administrator or designee.
5. The parent/guardian may appeal the penalty decision. This written appeal is to be sent to the Principal within seven (7) school days of the parent/guardian receiving the notice of the penalty. The Principal will refer the appeal to the Co-Curricular Council. The Co-Curricular Council will be designated and chaired by the Principal or his/her designee who also will serve as a non-voting member. There will be separate councils at Horace Mann, Shattuck, and Neenah High School. These Councils will deal with appeals from any co-curricular activity. The Co-Curricular Council will consist of five members each having one vote. Length of term for all Representatives will be one year. The members are two Representatives from the athletic area; one Representative from the music area; one At-Large Activity Sponsor; and one Teacher-At-Large.
6. The student, and/or parent/guardian may appeal the decision of the Co-Curricular Council by following the grievance procedures outline in Section 523.5 of the Neenah Joint School District Board of Education Policies.

PENALTIES FOR VIOLATION OF CODE OF CONDUCT RULE

First Offense within the Student's Middle School/High School Career: 25% of the regular scheduled events (to include the first WIAA playoff contest). If the suspension is not completed when a season ends, the remainder of the suspension will be served during the next season in which the student participates. Those students subjected to a penalty because of a drug or alcohol related offense are required to complete a chemical assessment offered by the Student Assistance Program.

Second Offense within the Student's Middle School/High School Career: 50% of the regularly scheduled events (to include the first WIAA playoff contest). If the suspension is not completed when a season ends, the remainder of the suspension will be served during the next season in which the student participates. Those students subjected to a penalty because of a second offense related to the use of drugs or alcohol are required to have a chemical assessment and to be involved in an AODA support group as determined by the building administrator.

Third or More Offense(s) within the Student's Middle School/High School Career: Calendar-year suspension. (Twelve months from the date of penalty). Those students subjected to a penalty because of a third offense relating to chemical misuse are required to have a chemical assessment and to successfully complete a prescribed program as deemed appropriate by the building administrator prior to further participation.

Severity Clause: Any student who supplies alcoholic beverages, controlled substances, and/or unlawfully possesses or uses a weapon will receive at least a one-year suspension from participation in Neenah Joint School District activities.

A student who is convicted of a felony or a Class A misdemeanor will not be permitted to participate in any activity for a minimum of one calendar year from the date of conviction. The Neenah School District expressly reserves the right to impose a penalty for a student who is charged with a criminal act as it deems appropriate for each individual situation and/or case regardless of whether it is the first, second or third offense.

Mere Presence Consequences: A student who violates the “Mere Presence” provision of this policy shall serve no more than one-half of the established penalty for the first, second, and third/subsequent violations. The following list outlines what a student could do if he/she finds him- or herself in a situation where alcohol and/or other drugs are being consumed illegally by minors:

1. Leave immediately! An intention to leave is not a defense, nor is being the “designated driver”;
2. Stay and risk the loss of eligibility for co-curricular activities.

Admission Prior to Determination (Self-Reporting a Violation): Students in activities who turn themselves in to school authorities and/or a coach or advisor within 24 hours, or by the next school day and, who do not attempt to deceive or mislead school officials shall receive a 15% suspension from all activities. Any student involved in a co-curricular code violation for which there is a police citation, report or involvement of a police department may not self-refer under this honesty reduction policy. This reduction is available for first offenses only. This reduction is not available for second, third, or subsequent offenses.

Limited Schedule: For those activities with a limited schedule of events, a violation may result in exclusion from that activity. Administrative discretion regarding specific penalties may be applied to situations in which students are participating in only one event. The District expressly reserves the right to impose any penalty it deems appropriate for each individual situation and/or case.

Special circumstances that may affect penalties for violations:

1. If the student is eligible for, and currently in a co-curricular activity, the period of ineligibility will begin immediately upon a violation being established. If the student is not currently in a co-curricular activity, or if the penalty goes beyond the season or time period of the activity, the penalty will be carried over to the student’s next co-curricular activity participation.
2. If a student drops out of an activity prior to completion of an ineligibility period, the full penalty or the remainder of the penalty, based on the administration’s discretion, will begin when the student seeks to participate in a co-curricular activity.
3. An ineligible student shall attend all practices or rehearsals, but may not “suit up” or perform/participate.
4. If a student violates the Code of Conduct Rule while ineligible due to an earlier violation, the penalty for the subsequent offense will begin at the completion of the earlier penalty.
5. A student who is released from incarceration (under the Huber Law, electronic monitoring program, or any other program that releases a student from incarceration to attend school) may not participate in activities which are subject to regulation under the Good Conduct Rule. When a student is released from incarceration, he/she will not be eligible to participate in any activity until the next full season begins.
6. Coaches/Advisors have the right to enforce penalties in addition to those imposed by the administrator involved. The administrator will make parents/guardians aware of this possibility.
7. The minimum penalty for violations of the Neenah Joint School District Code of Conduct Code, which occur after a school begins WIAA tournament competition, is immediate disqualification of the student for the remainder of the total WIAA tournament series in that sport. (WIAA policy).