

SCHOOL BOARD POLICY AND GENERAL GUIDELINES

A) **Board Policy Statement**

It is the policy of the Everett School Board to provide secondary students interscholastic athletic competition in a variety of sports and to provide intramural athletic activities as an athletic outgrowth of class instruction in physical education commensurate with the grade level of the students involved. Qualified personnel shall be provided for coaching and supervising individual sports.

B) **General Guidelines**

Because of its educational potential, athletic competition is recognized as an important part of the school program. The interschool athletic affords opportunities for the emotional, social, and physical growth of a student and the development of wholesome school-community relations.

The program shall be conducted in such a manner as to further the educational goals of the district, provide an opportunity for positive learning experiences on the part of students and be responsible to the interest and abilities of the participants.

The program shall be governed by the following guidelines and principles:

- 1) Athletic programs shall be supervised by coaches who have the necessary qualities to carry out the program goals.
- 2) The safety and welfare of participants shall be of paramount importance.
- 3) The school district shall provide a comparable basic program in each of its secondary schools within the limitations of the number of interested participants and available resources.
- 4) Participation is a privilege and not a right. Whereas participation will be encouraged and maximized to the extent resources and safety will allow, it is recognized that the interscholastic program is designed to provide an opportunity for maximum development of the gifted perform. Therefore, the program is not for participation by all students, but rather for those who are physically and emotionally capable of highly skilled competition.
- 5) The general objective of athletics is to win within the spirit of the rules. However, coaches must assume a major role in developing desirable social, emotional, and personal skills and attitudes on the part of all participants. They must insist upon teamwork, ethical behavior, good sportsmanship, and citizenship; and instilling in participants the desire and ability of win with a display of moderate self-esteem in winning and dignity and self-control in losing.
- 6) The interscholastic programs will be conducted in accordance with the letter and spirit of the rules and regulations of the Everett School District; the Sno-King Middle School League; the Western Conference (WESCO) league, the Washington Interscholastic Activities Association (WIAA) and the National Federation of State High School Associations (NFHS).
- 7) Under the direction of the Director of Secondary Schools, the athletic office is responsible for the development and implementation of the athletic program and services with the assistance of building personnel. High school principals shall be responsible for the development, administration and supervision of the building athletic program with the assistance of the Athletic Coordinator, coaches and other persons he/she may designate.

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- 8) The reserve team activities have two major objectives: to develop players for future varsity competition, and to provide all students turning out the chance for contest experience. All athletes on a reserve team should be allowed to participate in as many contests as possible.
- 9) The behavior, attitudes and actions of athletes directly affect teams, student bodies, and the community. Individually and collectively, athletes represent both themselves and their schools. Therefore, they are expected to display exemplary behavior. Any athlete who willfully performs or fails to perform any act, which materially interferes with or is detrimental to the orderly operation of the program or welfare of their team or school is subject to discipline, suspension, or expulsion from the activity by the coach, the athletic coordinator, and/or the principal or his/her designee. Such students are entitled to the grievance procedures for discipline outlined in the district athletic code.

Everett School District Policy and Procedure on Athletics/Activities

The following policies and procedures can be viewed in full on the web at www.everettsd.org. Click "Our District" then "Policies and Procedures".

Policies:

[2151 – Athletics/Activities, Procedure](#)
[2320 – Field Trips, Procedure](#)
[3205 – Harassment, Procedure](#)
[3210 – Non-Discrimination, Procedure](#)
[3213 – Transgender Students, Procedure](#)
[3424 – Concussions/Sudden Cardiac Arrest, Procedure](#)
[4333 – Non-school Use of Buildings, Grounds and Equipment, Procedure](#)
[5161 – Civility in the Work Place](#)
[5215 – Conflict of Interest](#)
[5253 – Appropriate Boundaries/Social Media, Procedure](#)
[6114 – Gifts/Donations, Procedure](#)

EVERETT SCHOOL DISTRICT GOALS AND PROGRAM OBJECTIVES

The primary goal of the athletic program is to establish and maintain a program that will produce the greatest possible number of participants in each interscholastic sport. The team, participant, student body and school along with the community are all important elements of the objective for the athletic program.

A) General Goals for the Program

- 1) To develop physical excellence and understand the values of competition in our society.
 - a. Through recognition of outstanding performance;
 - b. By emphasizing the educational value of trying to win and learning to compete;
 - c. Emphasizing sport differences from, and similarities to everyday life.
- 2) To develop good citizenship, character, and respect for rules, organization and leadership:
 - a. By persistently teaching the principles of justice, fair play and good sportsmanship.
 - b. By emphasizing the discipline required in extensive training and practice.
- 3) To promote and contribute to the goals of the total educational program:
 - a. Through the development of physical fitness and realization that a healthy body increases the probability of success;
 - b. By emphasizing the role of organized sport in an educational institution.
- 4) To promote community interest and involvement in school athletics:
 - a. By providing enjoyable experiences for participants and spectators;
 - b. By establishing rules and standards for athletics that reflect the behavior approved by the community.

B) Objectives for the Program

- 5) Team
 - a. Develop organizational criteria that will aid the coach in the optimum management of this program;
 - b. Establish maximum and effective squad sizes based on facilities, equipment and availability of coaches;
 - c. Develop competitive goals that are consistent with the accomplishment desired.
- 6) Participant
 - a. Provide an opportunity for students to develop physical excellence and to better satisfy their urge for competition;
 - b. Develop physical vigor and desirable habits in health, sanitation and safety;
 - c. Develop qualities of good citizenship by subscribing to the written and unwritten laws of sportsmanship;
 - d. Develop valuable personal qualities of responsibility and leadership.
- 7) Student Body and School
 - a. Capitalize on the potential of athletics as an educational force of great magnitude;
 - b. Find in the athletic program the stimulus for unity and school morale;
 - c. Maintain a program which develops a reputation of disciplines conduct;

- d. Develop student interest by enlisting their aid in support of the program.
- 8) Community
- a. Establish the important implications of an athletic contest;
 - b. Establish that control of, and responsibility of school athletic programs rest entirely with school authorities;
 - c. Establish the value of the athletic program in creating community unity and loyalty;
 - d. Encourage commitments in support of athletics from the community.

FOURTEEN DUTIES FOR ATHLETIC ADMINISTRATORS AND ATHLETIC COACHES RELATED TO NEGLIGENCE LITIGATION

Several obligations or duties have been identified as absolute requirements for coaches and athletic program administrators. *These standards have the weight of moral obligation for coaches and athletic administrators and have evolved as a result of various case law proceedings and legal judgments against individuals and school districts.*

1. DUTY TO PLAN – This is a comprehensive requirement that transcends all other duties. Inherent in this duty is the need to continually conduct focused analyses of potential hazards and to develop responsive strategies that prevent or reduce the potential for injury and loss in the following areas: coaching competence; medical screening; appropriate activities that consider age, maturity and environmental conditions; facility and equipment evaluation and improvement; injury response; warnings to athletes and their families; insurance of athletes; child advocacy in cases of alcohol and other drug abuse (AODA) or family neglect or abuse. Plans and policies should be rigorously implemented unless dangerous conditions prevent implementation. Plans should become policy documents and updated regularly by administrators, coaches and experts in specific areas (e.g. equipment, emergency response, etc.). *Negligence can be alleged when an injury loss results from no planning, inadequate planning or when plans are developed but ignored.*

2. DUTY TO SUPERVISE – A coach must be physically present, provide supervision and control of impulsive behavior, competent instruction, structured practices that are appropriate for the age and maturity of players, prevent foreseeable injuries and respond to injury or trauma in an approved manner. This duty requires supervisors to ensure that facilities are locked and that students are denied access when a competent staff member cannot be physically present to supervise. Supervision responsibilities also pertain to athletics administrators who are expected to be able to supervise coaching staff members competently. In addition, athletics administrators are expected to supervise contests to ensure that spectators do not create an unsafe or disruptive environment. A further extension of this duty is the need to supervise the condition, safe usage, maintenance and upkeep of equipment and facilities.

3. DUTY TO ASSESS ATHLETES READINESS FOR PRACTICE AND COMPETITION - Athletics administrators and coaches are required to assess the health and physical or maturational readiness skills and physical condition of athletes. A progression of skill development and conditioning improvement should be apparent from practice plans. Athletes must also be medically screened in accordance with state association regulations before participating in practice or competition. Moreover, some children may require specialized medical assessment to ascertain the existence of congenital disorders or the existence of a physical condition that predisposes the athlete to injury. In addition, injured athletes who require the services of a physician may not return to practice or competition without written permission of the physician. A new area of concern that may grow from the duty is the difficulty of assessing the readiness of handicapped children who are referred for practice and competition under the American With Disabilities Act or the Education of All Handicapped Children Act of 1975. In these cases, it is imperative that medical and multidisciplinary team approval and recommendation be obtained before a handicapped student becomes a candidate for practice and competition.

4. DUTY TO MAINTAIN SAFE PLAYING CONDITIONS – Coaches are considered *trained professionals* who possess a higher level of knowledge and skill that permits them to identify

foreseeable causes of injury specific to a sport and inherent in defective equipment or hazardous environments. Courts have held athletics supervisors responsible to improve unsafe environments, repair, or remove defective equipment or disallow access to unsafe equipment or environments. The use of *sport-specific equipment safety checklists* can be helpful in enhancing the safety of participants. In addition, weather conditions must be considered. Athletes should not be subjected to intense or prolonged conditioning during periods of extreme heat and humidity or when frostbite may be a factor. In addition, a plan for monitoring and responding to dangerous weather conditions is necessary. Building codes and laws must be observed and implemented with respect to capacity, ventilation, air filtration and lighting.

5. DUTY TO PROVIDE PROPER EQUIPMENT – Coaches and athletic administrators must ensure athletes are properly equipped with equipment that is appropriate for the age and maturity of the athletes and that is clean, durable and safe. Fitting should be carried out in accordance with manufacturer's specifications. This is especially important for protective equipment which must carry a National Operating Commission on Safety in Athletics Equipment (NOCSAE) certification and must be checked for proper fit and wearing. Athletes must wear protective equipment any time they are exposed to the full rigors of contact in practice or competition. Selection of equipment must also consider the age and maturity of the athletes.

6. DUTY TO INSTRUCT PROPERLY – Athletics practice must be characterized by instruction that accounts for a logical sequence of fundamentals that consider the developmental level of the athlete and that lead to an enhanced progression of player knowledge, skill and capability. In this regard, instruction must move from simple to complex and known to unknown. Instructor-coaches must be properly prepared to provide appropriate and sequential instruction and to identify and avoid dangerous practices or conditions. Instruction must demonstrate appropriate and safe techniques and must include warning about unsafe techniques and prohibited practices.

7. DUTY TO MATCH ATHLETES –Athletes should be matched with consideration for maturity, skill, age, size and speed. To the degree possible, mismatches should be avoided in all categories.

8. DUTY TO CONDITION PROPERLY – Practices must account for a progression of cardiovascular and musculo-skeletal conditioning regimens that prepare athletes sequentially for more challenging practices and competitive activities. Consideration must be given to student readiness and maturational factors. In addition, consideration should include weather conditions and their impact on student health.

9. DUTY TO WARN – Coaches are required to warn parents and athletes of unsafe practices that are specific to a sport and the potential for injury or death. This warning should be issued in writing and both athletes and parents should be required to provide written certification of their comprehension. Videotapes of safety instruction and warnings to players and parents are recommended.

10. DUTY TO ENSURE ATHLETES ARE COVERED BY INJURY INSURANCE – Athletic administrators and coaches must screen athletes to ensure that family and/or school insurance provides a basic level of medical coverage. Athletes should not be allowed to participate without injury insurance. Deductible and co-payment requirements should be clearly explained to parents and athletes. Certain schools may need to publish this information in several languages. Comprehensions should be required of parents and athletes.

11. DUTY TO PROVIDE EMERGENCY CARE – Coaches are expected to be able to administer accepted, prioritized, standard first aid procedures in response to a range of traumatic injuries – especially those that are potentially life-threatening.

12. DUTY TO DEVELOP AN EMERGENCY RESPONSE PLAN – Athletic administrators and coaches must develop site-specific plans for managing uninjured team members while emergency care is being administered to an injured athlete. In addition, plans must be in place to: ensure access to a telephone, a stocked first aid kit, spine board and other emergency response equipment. The plan should also account for a timely call to EMS and an expedited access by EMS to the injured athlete by stationing coaches or team members at driveways, parking lots, entry doors and remote hallways.

13. DUTY TO PROVIDE PROPER TRANSPORTATION – In general, bonded, commercial carriers should be used for out of town transportation. Self or family transportation for local competition may be allowed if parents have adequate insurance coverage for team members other than their family members. The age and maturity of athletes should always be considered when allowing athletes to use public transportation to travel to a local contest. Athletes should be prohibited from driving to an out of town competition, scrimmage or practices.

14. DUTY TO SELECT, TRAIN AND SUPERVISE COACHES – Athletic administrators will be expected to ensure coaches are capable of providing safe conditions and activities as outlined in the preceding list of thirteen duties.

ATHLETIC ELIGIBILITY

The following governs athletic eligibility of students requesting variances between high schools within the Everett Public Schools.

1. A student establishes his/her athletic eligibility at a school when they turn out for an interscholastic sport at:
 - a. their service area high school, or
 - b. the high school for which they have requested a variance.
2. Students approved to attend a high school on an area variance will be eligible for varsity level interscholastic athletics. However, should the student return to their service area school or request a variance to another school in the district, the student will be ineligible for varsity level interscholastic athletics for one calendar year from the date of enrollment.
3. If at the time of the transfer a student was ineligible for reasons other than transferring, they are ineligible at the receiving school until conditions of eligibility have been satisfied.
4. If a student's parents/guardians move their primary residence to another school service area, the student is eligible to participate at varsity level interscholastic athletics in their new service area school if all other eligibility requirements are met.

ELIGIBILITY STANDARDS

PHILOSOPHY OF STANDARDS OF ELIGIBILITY

In keeping with the belief that participation in activities is a privilege and not a right, certain standards of eligibility have been established by the WIAA. Standards on age, residence and season limitations promote the Association's goals of fairness and equality of opportunity for all participants. Standards on scholarship, attendance and amateur standing promote the Association's goals of educating youth and promoting activities as an integral part of educating youth and promoting activities of the total educational process. **Please refer to your WIAA handbook (18.0.0 – 18.25.0) for current student standards.**

STUDENT ELIGIBILITY CRITERIA

All contestants must be eligible under the rules of the Washington Interscholastic Activities Association to participate in an interscholastic contest. This regulation may also restrict participation in practice or intra-squad scrimmage.

ELIGIBILITY LISTS

No student shall participate in an interscholastic contest unless they are **properly certified** on an eligibility list on file in the principal's office or the office of the principal's designee. Upon completion of seasonal eligibility lists, a copy of each shall be sent to the District Athletic office within one week of completion of such list, and prior to the first team contest.

PLAYERS ELIGIBLE FOR PARTICIPATION

Only players who are currently eligible to participate in an activity shall appear at the contest in the uniform of their school and/or occupy a position on the team bench.

RECRUITING POLICY – WIAA

The Executive Board believes that students who demonstrate special skills and talent in any of the activities under the jurisdiction of the Washington Interscholastic Activities Association should not be subjected to pressure to enroll in a public or private school outside of their normal enrollment area. An effort to induce students to enroll in a public or private school because of the student's special talent or skill is considered recruiting.

INDICATORS OF RECRUITING

As herein defined, any one or combination of the following indicators will be defined as recruiting, and will constitute a violation of the WIAA rules:

- 1) A coach/director permitting a non-resident student to participate in school scheduled activities, events, practices or team meetings.
- 2) Except as provided in the WIAA Handbook, contacts initiated by coach/director of any school employees with a non-resident student for the purpose of explaining, encouraging, or suggesting the student transfer, verbally or in writing.
- 3) School personnel encouraging any other person to contact a non-enrolled student to encourage transfer.
- 4) A coach/director allowing a non-enrolled student to accompany, participate, attend via complimentary admittance any school team, squad or interscholastic practice or contest except as authorized by the school administrators as a visitor.
- 5) A coach/director providing or allowing a non-enrolled student:
 - school equipment or supplies of the sport
 - opportunity to accompany team members on school scheduled transportation
 - to practice with school team
 - pre-season practice participation
 - school team practice, game or other plans issued to team members
- 6) Student/athlete being influenced to transfer by the student's former coach to a school at which the former coach is employed.
- 7) School personnel providing special inducements for preferential accommodations, reduced fees, employment or other special considerations to parents.
- 8) A school coach facilitating participating, providing transportation, and/or providing financial payment of fees for any non-resident student athlete or out-of-season contests, leagues, camps, or any other play-for-fee sports activity.

ATTENDANCE POLICY

Any student participating in an athletic activity shall be expected to attend all class periods, to be eligible to participate in the scheduled athletic activity that day. On any school day students must be in attendance the full day to participate in practice. In the case of weekday scheduled activities, attendance in all classes the following day shall also be expected. In cases of weekend scheduled activities, attendance in all classes the previous Friday shall be expected. Failure to comply with these attendance regulations may result in a student being declared ineligible and not allowed to participate in the next scheduled activity. The building principal or designee may make exceptions to this rule.

Coaches' team requirements may be stricter than those outlined above.

It will be the responsibility of each coach, or advisor, to effectively implement this regulation by informing participants previous to any participation in the activity for which they are responsible.

ACADEMIC POLICY

For initial athletic eligibility, students must have passed all but one class in the previous semester at minimum. Students not meeting this initial standard are suspended from competition for the first three (3) weeks in middle school and until the fourth (4th) Saturday in September for high school.

After the initial check, grades will be checked by the athletic office regularly. Students must pass all classes at each grade check to remain fully eligible. If a student is failing one (1) class they will either be placed on probation or suspension depending on the number of grade checks the student had a failing grade. Per WIAA rule, if a student is failing two (2) or more classes at any grade check will be immediately ineligible for competition. There is no probationary period in this case.

NON-DISCRIMINATION ON THE BASIS OF GENDER IN EDUCATION PROGRAMS AND ACTIVITIES AND TITLE IX

Everett Public Schools shall not discriminate on the basis of gender in its educational programs or activities. The District is required by Title IX of the 1972 Educational Amendments and by regulations promulgated there under not to discriminate on the basis of gender against applications for admission or employment, students, student activities or employees.

Consistent with the requirements of Title IX, the Everett Public Schools is committed to provide opportunities in interscholastic athletics for female and male students in the district, which equally and effectively accommodate the athletic interests and abilities of members of both genders. The District will develop procedures to determine if it is meeting the requirements of Title IX and how the addition of an interscholastic sport may be requested and processed. Any person having an inquiry concerning Everett Public Schools' implementation of the State and federal statutes and regulations should contact the District's Title IX Officer or the district administrator in charge of student athletics.

Non-discrimination

The District shall provide equal educational opportunity and treatment for all students in all aspects of the academic and activities program without regard to race, creed, color, national origin, sex, sexual orientation, marital status, previous arrest (unless a clear and present danger exists) or incarceration, or non-program-related physical, sensory or mental disabilities. District students shall be free from harassment based on race, creed, color, national origin, sex, sexual orientation, marital status, previous arrest or incarceration, or disability.

Title IX Program/Activity Evaluation

To provide equal educational opportunity in its programs, including athletic programs, the Title IX Officer, in cooperation with the district's administrator for athletics, shall be responsible for providing ongoing monitoring to assure that the District's athletic program effectively accommodates the athletic interest and abilities of both genders. The Title IX Officer shall annually report to the Superintendent regarding participation opportunities for students and will recommend any changes needed for program compliance.

Determination of Effective Accommodation

The District will provide participation opportunities in interscholastic athletics for female and male students, which equally and effectively accommodate the athletic interest and abilities of members of both genders. In determining the district's compliance with the requirements of Title IX, the following three-prong test will be utilized in determining accommodations:

1. Provide interscholastic participation opportunities for male and female students in numbers substantially proportionate to their respective enrollments; or
2. Show a history and continuing practice of program expansion, which is demonstrably responsive to the developing interests, and abilities of both genders; or
3. Demonstrate that the program has fully and effectively accommodated the interests and abilities of both genders.

HARASSMENT, INTIMIDATION AND BULLYING

(Everett School Board Approved Policy & Procedure 3204)

It is the policy of Everett School District to maintain a safe, respectful and secure learning environment for all students that is free from harassment, intimidation and bullying. Harassment, intimidation and bullying of students by other students, staff members, volunteers, parents or guardians are prohibited.

Harassment, intimidation or bullying means any intentional written, verbal or physical act, including but not limited to one shown to be motivated by any characteristic set forth in RCW 9A.36.080(3), (race, color, religion, ancestry, national origin, gender, sexual orientation or mental, sensory, or physical disability), or “other distinguishing characteristics”, when the intentional written, verbal or physical act:

- Physically harms a student or damages the student’s property; or
- Has the effect of substantially interfering with a student’s education; or
- Is so severe, persistent, or pervasive that it creates an intimidating or threatening educational environment; or
- Has the effect of substantially disrupting the orderly operation of the school.

Harassment, intimidation or bullying can take many forms, including but not limited to, slurs, rumors, name calling, jokes, innuendoes, demeaning comments, drawings, cartoons, pranks, gestures, hazing, physical attacks, threats or other written, verbal and nonverbal, or physical actions.

Prohibition of Harassment, Intimidation and Bullying

Reasonable efforts shall be made to inform all students and their parents of the District’s policies against harassment, intimidation and bullying. These efforts shall include publication of the policies and procedures in the Student Responsibilities and Rights Policies Handbook, posting the policies and procedures in accessible locations in each school building, and discussion of the policies and procedures at each school.

The District will take such steps as it deems necessary, in a fair and timely manner, to end harassment, intimidation, and bullying and to prevent its reoccurrence. Such steps will include both informal remedies and disciplinary action. Each school will establish a procedure to document and maintain a record of complaints and action taken. All incidents involving harassment, intimidation and bullying that result in short- or long-term suspension or expulsion on school premises, at school events, or on transportation systems, shall be reported annually by student grade, gender and race to the Superintendent and/or designee.

This procedure is to be implemented in conjunction with training of staff and volunteers, including the education of student in partnership with families and the community. A component of district orientation sessions for employees, students and regular volunteers shall introduce the elements of this policy. Staff will be provided information on recognizing and preventing harassment, intimidation, and bullying, and shall be fully informed of the complaint processes and their roles and responsibilities under the policy and procedure.

This procedure is not intended to prohibit expression of religious, philosophical, or political views, provided that the expression does not substantially disrupt the educational environment. In addition, many behaviors that do not rise to the level of harassment, intimidation or bullying may still be prohibited by other district policies or building, classroom or program rules.

Report Harassment, Intimidation and Bullying

The District will take all complaints of harassment, intimidation and bullying seriously and will in a timely manner address all such complaints. Appropriate actions will be taken, from informal remedies up to and including suspension and/or expulsion, against any student found to have violated this procedure.

Staff is expected to intervene in school-related harassment, intimidation and bullying and report situations which may require additional intervention.

Students and volunteers are encouraged to report school-related harassment, intimidation and bullying of which they have knowledge.

Any student who believes they he or she has been subjected to harassment, intimidation or bullying in the educational environment is encouraged to bring his or her complaint to the immediate attention of a staff member for assistance in resolving the matter.

Complainants are not promised confidentiality; however, the district will enforce anti-retaliation provisions of this policy to protect complainants and witnesses.

The name and telephone numbers of staff members responsible for receiving complaints, along with the building Title IX Officer, and the District Title IX and Affirmative Action Officers, shall be posted in such locations in buildings as to be commonly and easily viewed by students, staff, parents and volunteers.

False reports, retaliation and reprisal for harassment, intimidation, and bullying also constitute violations of this procedure, and discipline will be imposed as appropriate.

Resolving Harassment, Intimidation and Bullying Complaints/Grievances

1. As a first step, the complainant, if not unduly intimidated, is encouraged to directly inform any alleged harasser that the behavior is offensive, unwanted and must stop.
2. Complaints should be directed to a school staff member or administrator, and, if possible, should be resolved at the staff member level. Notification to the parent/guardian of the complainant and alleged perpetrator should occur as appropriate.
3. If the complaint is not resolved at the staff member level, or if the behavior persists, then the staff member should report to the building administrator.
4. The building principal or assistant principal will investigate and determine the appropriate resolution to a complaint and may take disciplinary action, up to and including expulsion. Depending upon the frequency and severity of the conduct, intervention, education, correction, discipline and/or referral to law enforcement will be used to change the behavior of the perpetrator and remediate the impact on the victim. Notification to the parent/guardian of the complainant and alleged perpetrator should occur.
5. Disciplinary actions will be appropriate to the goal of ending harassment, intimidation, and bullying and to prevent its reoccurrence. Such disciplinary action will be consistent with District policy and state and federal law.
6. Any student of his/her parent or guardian who is aggrieved by discipline imposed may seek redress through the District Student Responsibilities and Rights Policies.
7. The District Title IX Officer, Affirmative Action Officer, or Superintendent's designee will be available upon request of either the complainant or school staff as a secondary means of determining appropriate resolution to a complaint.

8. Should a complaint regarding harassment, intimidation or bullying not be resolved at the school, the complainant may contact the Superintendent or Superintendent's designee in writing with information for further review.

ANTI-HAZING AND HARASSMENT

Break the Tradition or Break the Law

Acts of hazing and harassment are defined within the district athletic code of conduct. Hazing and harassment violates school district policy and Washington State Law. Beyond that, treating people in a disrespectful manner to become members of a team or group is not appropriate. To become a member of a team, athletes must read and sign the statement below, acknowledging that hazing and harassment will not be tolerated and will be dealt with by school, district and possibly law officials.

HAZING DEFINITION- Hazing occurs when an act is committed against a student or a student is coerced into committing an act that creates embarrassment, shame or humiliation or a substantial risk of harm to the student or to any third party in order for the student to be initiated into or affiliated with any school groups, club, athletic team, grade level, activity or organization. Hazing includes but is not limited to:

1. Any activity involving an unreasonable risk of physical harm, including paddling, beating, whipping, branding, electric shock, sleep deprivation, exposure to weather, placement of harmful substances on the body and participation in physically dangerous activities;
2. Any activity involving the consumption of alcohol, drugs, tobacco, products or any other food, liquid or other substance that subjects the student to an unreasonable risk of physical harm;
3. Any activity involving actions of a sexual nature or the simulation of actions of a sexual nature;
4. Any activity that subjects a student to an extreme and unreasonable level of embarrassment, shame or humiliation or which creates a hostile, abusive or intimidating environment; and
5. Any activity involving any violation of federal, state, or local law or any violation of school district policies and regulations.

POSITION STATEMENT ON BOYS & GIRLS PARTICIPATION ON INTERSCHOLASTIC ATHLETIC TEAMS

The Everett Schools will adhere to the position statements of the Washington Interscholastic Activities Association stated below. WIAA is definitely committed to a strong athletic program for all its students. This means that there should be a separate and equal program for boys and girls. School districts are urged to work toward this goal.

In view of the 1975 State Attorney General's opinion, the opinion of the WIAA attorneys, and considering recent (1983 and 1985) interpretations of Title IX regulations, the following policy statement is made:

- 1) If there are within a single sport two teams, one for boys and one for girls, boys should play on the boys' team and girls should play on the girls' team.
- 2) School districts may maintain separate athletic teams for boys and girls if it can be shown that it is the best way to provide students of both sexes an equal opportunity to engage in a sport (e.g., Tackle Football for boys, Volleyball for girls), and if the two separate programs provide substantially equal opportunities for competition, instruction, publicity and awards.
- 3) If school districts do not provide similar or equal programs for boys and girls, members of the opposite sex cannot be denied the privilege of turning out for a given team; and no school district may impose sanctions of any kind upon a coeducational team.
- 4) In addition to developing strong athletic programs for boys and girls, school districts should be considering coeducational programs in appropriate sports.

Definition of "Boys Team/Girls Team and Mixed Team" (page 82 of 2003/04 WIAA Handbook)
Position Statement adopted by Executive Board on May 4, 1987:

School districts are encouraged to continue to provide equal opportunity for boys and girls in all sports.

Girls may, at the discretion of the local school board, participate with boys in any interscholastic activity if there is no girls' team or equal opportunity for participation. If girls are permitted to participate on a team designated for boys, the team shall compete against a designated boys team and not against a designated girls team. If a girl competes on a boys team in cross country, golf or tennis, the girl is not eligible for the boys state championship but is eligible to attempt to qualify for the girls state championship in that sport.

Participation: Limitation Based on Gender

Only students regularly enrolled in schools that are members of the WIAA in grades 7 to 12 inclusive may participate in the program of the WIAA and may represent only the school in which they are enrolled unless otherwise provided for by WIAA rules. Schools shall designate the sex of students allowed to participate on a team for each sport on the WIAA membership forms according to the following standards:

- (1) If the school provides only a team for boys for a particular sport, girls may compete and qualify for the boys' team.

- (2) If the school provides only a team for girls in a particular sport, the boys may not compete and qualify for the team unless opportunities for boys to participate in other sports in the school have been limited in comparison to the opportunities for girls to participate in other sports in the school.
- (3) If the school provides a team for boys and a team for girls in the same sport, girls may not compete and qualify for the boys' team in that sport and boys may not compete and qualify for the girls' team in that sport.

NOTE:

The State Board of Education approved the Position Statement on Boys' and Girls' Programs with the following qualifications or disclaimer (adopted May 31, 1985):

This policy is approved only insofar as the second sentence of the opening paragraph, and paragraphs 1. and 2. of the policy are applied solely to grades 7 through 12 (WAC 392-190-025 prohibits separate sports teams and programs for boys and girls at the K-6 level) and with the further exception of the unequivocal statement that volleyball for girls and football for boys, or vice versa, qualifies as the provision of an equal opportunity and substantial equality in all cases (any case of separate teams and/or separate sports at the grade 7 through 12 level based upon sex must be justified and defended on the basis of the facts peculiar to that case).

DEFINITION OF TEAM SPORTS/ACTIVITIES

For the purpose of WIAA rules and regulations, team sports shall be considered those sports in which only the team can be determined a winner in accordance with the adopted rules and regulations in which a contest is conducted. Team sports include:

Baseball	Debate	Softball
Basketball	Football	Soccer
Cheerleading	Music (Band, Chorus, etc.)	Volleyball

DEFINITION OF INDIVIDUAL SPORTS/ACTIVITIES

For the purpose of WIAA rules and regulations, individual sports shall be considered those sports in which an individual participant can be declared a winner regardless of whether team scoring is conducted or not. (Two or more individual athletes entering into competition that result in an individual being declared a winner are indices for determining the activity as "individual"). Individual sports include:

Bowling	Golf	Tennis
Cross Country	Gymnastics	Track
Debate (individual event)	Music (solo)	Wrestling
	Swimming	

OUT OF SEASON ATHLETIC PARTICIPATION AND COACHING PHILOSOPHY

The WIAA has established that practice and turnout regulations are established to limit the involvement of the school and school coach to the WIAA designated season, thereby providing student athletes the opportunity to participate in a wide variety of athletics during the school year, and insuring that each school has an equal opportunity to provide fair competition.

Practice regulations that apply to all sports during the school year (school year defined as the opening of fall practice through the end of spring tournaments) are as follows:

1. Any attempt of an Everett School District coach (contracted or volunteer) to teach any phase of a game or activity to their squad or have their squad or part of their squad engage in drills under the supervision of that coach, or from direction provided by that coach is prohibited.
2. Practice must be limited to each sports season as defined by the WIAA under each sport.
3. Coaches (contracted or volunteer) may have TWO MEETINGS with the squad prior to the opening day of practice to distribute pertinent information as deemed necessary by the coach. One meeting may be use for leadership training.
4. Everett School District secondary schools may organize and supervise a conditioning program any time during the year to include weight training, running, and exercise provided it is OPEN TO ALL STUDENTS AND DOES NOT INCLUDE INSTRUCTION IN SPECIFIC SPORTS.
5. Everett School District coaches may not sponsor, promote, coach or direct activities which resemble out-of-season practices or contest in the sport they coach to any of their squad member or future squad members.
6. Everett School District may conduct OPEN ATHLETIC FACILTIES (gym, pools, fields, track) during the school year if the following conditions are met:
 - a.) It is part of the Everett School District organized recreational or activity program.
 - b.) Activities are open and advertised to all member of the student body.
 - c.) Students have a choice of activities during the open athletic facilities program.
 - d.) There is no coaching or drilling of the athletes in attendance.
 - e.) Supervision must be a qualified individual approved by the school.

RESIDENT STUDENTS

PROCEDURES (as outlined in the WIAA Handbook)

1. Definitions and Regulations

- a. The student's bona fide residence or principal abode, for student placement purposes, is defined as the residence of the natural parent(s), parent of legal custody, or court appointed guardian provided guardian has been acting in such capacity for a period of one year.
 - i. If a student gives a different address or requests to attend a school not serving the bona fide residence, the matter will be processed as an exception.
- b. If a student is determined by the Everett School District Eligibility Committee to have obtained a legal guardianship for the purpose of participating in athletics or co-curricular activities at a different Everett school, the student will be ineligible to participate for one year.
 - i. Any Everett district school, which has reason to believe that a student's request for transfer because of a change in guardianship, is for an athletic or co-curricular activity purpose, may protest the student's eligibility to the District Eligibility Committee (see Objection to Student Transfer Form).
- c. The District Eligibility Committee will be convened by the District Athletic Director and will have ten school business days to render a written decision.
- d. The District Eligibility Committee will be comprised of the Director of Secondary or Elementary Education, the District Athletic Director, or a replacement of one of the foregoing appointed by the Superintendent.

2. Exception for Cause

- a. Students may enroll in Everett schools other than those serving their residence at any time or during a school year under the following conditions:
 - i. When a student wishes to remain until graduation in the high school where he/she has completed at least the first semester of the 11th grade.
 - ii. When a student has moved into another service area during the last quarter of the school year and wishes to complete the school year at the school he/she has been attending.
 - iii. When a student's parent(s) present written evidence that they will be residing in a different service area within a period of three months, and the student wished to enroll in the school serving that service area prior to moving.
- b. Students may enroll in schools other than those serving their areas of residence after receiving the written approval of the Director of Secondary Education and the concurrence of the principals involved under one or more of the following circumstances.
 - i. For daily child care purposes, students in kindergarten through sixth grade may be approved to attend a school other than the school serving their residence (see Child Care Form).

- ii. When it is determined that a unique curricular program is available in another school in the district, but education progress is not available in the student's service area school, and that such program is crucial to the student's service area school, and that such program is crucial to the student's educational progress.
 - iii. When, as a result of a guidance study for guidance purposes, a different school environment is recommended that as a part of a total program designed to correct the student's social behavior or adjustment problems.
 - iv. When such school transfer is recommended for physical reasons.
 - v. Students may apply for enrollment under unusual circumstances not covered in this policy.
- c. Student requests to enroll in schools other than those serving their residence must be in accordance with the following procedures.
 - i. Requests for transfer must be in writing to the principal of the school serving the student's residence (see Student Transfer Form). The principal will verify the student data; recommend approval or disapproval, with the supporting comments, forward copies to the principal of the school the student is requesting to enter and to the Director of Secondary Education.
 - ii. The receiving principal will verify the student data, recommend approval or disapproval, with supporting comments, and forward copies to the principal of the school the student is requesting to leave and the Director of Secondary Education.
 - iii. Final approval or disapproval of the student transfer request will be made by the Director of Secondary Education. The Director of Secondary Education will inform the student and/or parents of the decision in writing.
 - iv. Decisions of the District Eligibility Committee may be appealed to the Assistant Superintendent by the student and/or parent or guardian. The Assistant Superintendent will notify the student and the student's parent or guardian, in writing of its decision within ten school business days following the meeting.
- d. Parents of student who have been given approval to attend a school other than the school serving their residence must provide transportation to and from school.

ACCEPTANCE AND RELEASE OF STUDENTS TO/FROM OTHER SCHOOL DISTRICTS

(as outlined in the WIAA Handbook)

1. Admission of pupils who reside outside of the Everett School District may be made through special permission of the office of the Superintendent. Such permission will be granted only when it can demonstrate that the student's educational needs are best met by this arrangement.
 - a. Requests for admission of such students will be approved or denied in accordance with the following conditions:
 - i. A release is obtained from the school district in which the student resides.
 - ii. There is adequate capacity in the school in which attendance is requested.
 - iii. The admission does not work a hardship on resident pupils.
 - iv. The admission is acceptable to the principal of the school in which the enrollment is requested.
 - v. The student is not under expulsion from another school district.
 - vi. If the student is currently under suspension or disciplinary action from the resident district, the student will not be acceptable until a conference has been held with the previous district. If a decision is made to accept the student, it will be on a probationary basis as developed by the principal of the receiving school.
 - vii. Minor students residing outside the Everett district and not living with their parent or legal guardian will not be accepted.
 - viii. Transportation to and from school will be the responsibility of the student, parent(s), or guardian(s).
 - b. Individuals who are 21 years of age or older will be referred to adult education programs.
2. Resident students may be released for attendance in another district only when it can be demonstrated that this arrangement will best meet the student's educational, financial, safety or health needs. Release will be for one school year only.
 - a. Guidelines for release are as follows:
 - i. Students who move into the Everett District during the course of the school year will be expected to enroll in an Everett school for the balance of the year. Requests to continue in the original district for the remainder of the year may be approved by the Superintendent or designee only if it is clearly to the educational advantage of the student.
 - ii. Students moving into the district as a senior and requesting to continue at their previous high school will be permitted to do so upon concurrence by the previous district.
 - iii. Students demonstrating social adjustment problems, which might in the judgment of school officials is alleviated by a transfer to another district maybe released by the Superintendent or designee on a yearly basis.
 - iv. The Superintendent or designee on a yearly basis may release students, who can best be served through a unique educational program, not available in Everett.

NCAA ATHLETIC ELIGIBILITY

Eligibility requirements for the NCAA change frequently. It is best to check with the NCAA website at www.NCAA.org or the [NCAA Eligibility Center](#).

This link takes you to an informational brochure regarding eligibility. ([Link](#))

You may also go to this page for summary information. www.ncaa.org/student-athletes/future. ([Link](#))

GUIDELINES FOR SUMMER ATHLETIC ACTIVITIES

District approved camps or activities may be conducted after the last state tournament for senior high students and after the last season contest for middle school students, PROVIDED:

- Camps and/or activities are open to all Everett School District students.
- We comply with all WIAA and Everett School District regulations.

1. CATAGORIES

- a. **District Activity** - These activities are district sponsored and the coaches or supervisors are paid by the Everett School District.
 - i. All students are allowed to participate and the activities do not have the appearance of an out-of-season practice.
 - ii. Any participant fees or charges are paid directly to the Everett School District.
 - iii. If approved, there are no facility charges and district insurance coverage is in effect.
- b. **Non-District Activity** - Activities where coaches or supervisors act as individuals and not as agents of the Everett School District.
 - i. School facilities are rented and the organization(s) or individual(s) sponsoring the activity must sign a Hold Harmless Agreement and provide their own liability insurance acceptable to the Everett School District.
 - ii. Participants pay all fees or charges to the individual(s) or organizations(s) sponsoring the activity.
 - iii. The individual(s) or organization(s) sponsoring the activity is responsible for all expenses, including facility rental and custodial charges.

2. MANAGEMENT

- a. All athletes must have a current physical, insurance, permission to participate, current emergency card, and recognition of the risk of injury on file with the building athletic coordinator or secretary.
- b. A schedule of planned activities including camps, summer leagues, scrimmages, etc. will be submitted to the building athletic coordinator and the district athletic director.
- c. Coaches will ensure that athletes are supervised at all times through the length of the activity including after-hours at overnight tournaments and camps.

3. FOOTBALL

- a. The WIAA has established guidelines and rules for summer football. To review them go to the [WIAA handbook, rule 57.1.1.](#)

4. OVERNIGHT CAMPS/EVENTS/TRAVEL

- a. Everett Public Schools teams and programs shall follow school district field trip guidelines for travel to overnight camps and events. Proper field trip forms will be completed and submitted in the timeline prescribed by Everett Public Schools board policy. Strict timelines must be met. Field trip requests will be sent to the district athletic director, then the school's area director for approval. [2320 – Field Trips, Procedure](#)
- b. Students will submit a signed parent permission form to coaches permitting them to travel overnight. Coaches will keep this form on file with the building activities coordinator.

- c. Transportation of students to events will follow district transportation policies. Students will not be encouraged to transport other students. If district transportation is used, it will be at the expense of the program and may be charged to the program's ASB account. The general building athletic budget will not support transportation to summer activities.
- *As with all activities, adults should use good judgment in the amount of activity requested of the athletes. Respect an athlete's need for family time and personal time away from school and sport. More activities do not always translate into better teams. It can often lead to burnout and falling short of full potential during the course of a season.*

FUNDRAISING GUIDELINES

Before you organize:

1. Contact the building Activities Coordinator.
2. Obtain a copy of the Guidelines for Fundraising.
3. Obtain approval from the Activities Coordinator and the Associated Student Body (ASB).
(Do not plan fundraising activities until you have cleared it with your building Activities Coordinator.)
4. Once approved, please inform your building Athletic Coordinator.