

**School District of Janesville  
Athletics & Activities  
Co-Curricular Code of Conduct & Handbook**



Updated Spring 2025

**2025-26 SDJ Athletics & Activities Handbook**  
**Ben McCormick & Clayton Kreger Athletics & Activities Directors**  
**Jim McClowry, CMAA - District Activities Director**

I.	Purpose	
	A. Mission	2
	B. Philosophy	2
	C. Goals	2
	D. Shared Common Sense Value of Participation	3
	E. Statement of Risk	3
II.	Governance	
	A. Governing Organizations	4
	B. High School Sports Sponsored by SDJ	4
	C. Student Activities/Clubs	4
	D. Policies & Operational Practices	5-7
	<i>(Transfer, Transgender, Religion, Practice Attendance, Registration, Free &amp; Reduced Lunch, Lockers)</i>	
III.	Roles and Communication	
	A. Student-Athletes Self-Advocacy	7
	B. Parent/Guardian Partnership	8
	C. Coaches & Advisors <i>(Meetings, Awards, Communication Platform)</i>	9
IV.	Academic Eligibility	
	A. Grade Check Progress Reports	10
	B. Semester Grade Postings	12
	C. Fall Sport Academic Eligibility (WIAA Athletic Specific)	13
	D. Attendance Requirements	14
V.	Athletic Compliance	
	A. Physical Exam	15
	B. Informed Consent	15
	C. Injuries	16
	D. Insurance	16
	E. Equipment and Uniforms	16
	F. Transportation	17
	G. Social Media	17
	H. Code of Conduct	18
VI.	Athletics & Activities Code of Conduct Violations	
	A. Due Process	20
	B. Classification of Violations	21
	C. Restorative Responsibility - ATODA/Self-Help	23
	D. Restorative Actions & Conversations	23
	E. Athletic Competition Suspensions & Optional Character Commitment Hours	24
	F. Non-Athletic Activities Suspension & Required Character Commitment Hours	27
	G. Re-Engagement Process	28
	H. Appeals Process	29
	I. Coach/Athlete Summer Contact Message	30
	J. Name, Image & Likeness - NIL Policy	31

## I. PURPOSE

### A. Mission

The mission of the School District of Janesville co-curricular activities program is to provide an educationally based experience that equips students with attitudes, habits, and skills that set them up for success now and in the future.

**“Winning is our goal, building winners is our purpose!”**

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We strive to develop and realize individual and team potential by promoting high standards of commitment, character, civility, and citizenship. Co-curricular activities are optional and are not required in order to graduate from SDJ. Thus, participation requires some additional expectations for participants. This codebook defines those common sense expectations and is intended to be used as an educational tool that encourages participants to make positive choices, put the group above self, and take ownership of their experiences. It is their responsibility to comply with all policies outlined in this handbook.

### B. Philosophy

The School District of Janesville understands that co-curricular programs (athletics and activities) are a significant part of the educational process. The combination of academics and activities enhances the quality of students' lives and expands their options for learning and personal growth. Co-curricular programs provide an educational opportunity in which students can learn essential life lessons beyond those that can be learned in an academic classroom.

This reflects our belief that the essential requirement for teamwork, the mental and physical challenges of training and competition, and the experience of winning and losing graciously and respectfully are important life lessons in every student's developmental experience. These lessons will serve students well in their life during and after high school.

Developing good character and healthy habits requires time and effort. Coaches, advisors/parents/guardians, and other stakeholders can work together as partners to help student-athletes develop such habits by continually and consistently discussing, modeling, and reinforcing the desired attitudes and beliefs over time.

We also understand and expect that participation on any athletic team or non-athletic co-curricular activity requires a commitment that involves both dedication and sacrifice. This is required of not only the student but also the coaches/advisors and parents/guardians.

### C. Primary Goals of the SDJ Co-Curricular Programs

1. Offer students an **enjoyable** experience where they can connect with their school community.
2. Provide as many **opportunities** as possible for students to participate in activities that feed their interests and inspire personal growth as an extension of the academic classroom.
3. Promote personal **progress** in the development of confidence, building habits for success, emotional, mental and physical growth, risking failure and imperfection, and increased knowledge base in their areas of interest and learning to work cooperatively as a team.
4. Promote programs of **excellence** that will support the goals stated above and lead to success both in and out of the school environment and prepare students for life beyond high school.

#### **D. Shared Common Sense Values of High School Participation in Co-Curriculars**

SDJ believes that co-curricular programs can and should enhance the character of our students. We desire a program of excellence and strive to win every contest in which our teams compete. All stakeholders in our co-curricular programs are expected to uphold and develop the following core values:

**Commitment** – *the quest for discipline and dedication it takes to bring your best self each day, learn to respond to adversity, challenge your assumptions and think of each opportunity is an investment in others and yourself.*

- To develop emotional, mental, and physical skills necessary to participate competently in competition
- To demonstrate knowledge of the rules and strategies of the game
- To understand the necessity of abstaining from the use of alcohol, tobacco, and other drugs/controlled substances in order to achieve the positive benefits of co-curricular programs

**Character** - *the pattern of beliefs, attitudes, and therefore behavior that relates to moral strength, constitution, and essential qualities that embrace the positive values of the School District of Janesville and the Community.*

- To accept responsibility for the consequences of actions and not make excuses or blame others
- To display good sportsmanship, play by the rules of the competition, and respect all involved
- To control emotions and accept failures and successes graciously; to congratulate opponents, not sulk, or display other negative behaviors

**Civility** – *to demonstrate behavior that exemplifies appropriate respect and concern for others.*

- To actively support team members, club members, and other stakeholders
- To treat all persons respectfully regardless of individual differences
- To show respect for legitimate authority (e.g. coaches, officials, captains)
- To refrain from destructive and derogatory language, including trash talk and name-calling

**Citizenship** – *social responsibility as part of a “community.”*

- To put the good of the team/group ahead of personal gain
- To work well with the team/group toward achieving team/group goals
- To serve as a good example for the team/group, younger students, supporters, and school community

**Common Sense Expectations** – *prepare for life beyond high school*

- To show up to school on time every day and engage in your learning
- To make a plan, find support systems and be accountable for your education and growth
- To treat everyone with respect and follow the rules that are designed for your health
- Realize that it is ok to be imperfect and it is ok to fail. Be open to the lessons.

#### **E. Statement of Risk**

All co-curricular activities involve some risk. Consequently, participants in any co-curricular activity may be at risk for serious injuries. The School District of Janesville and the Board of Education endeavor to operate co-curricular activities in a safe manner; however, it is impossible to eliminate the risk of injury while participating in a co-curricular activity. Parents, Guardians and student-athletes should consider these risks carefully before deciding to participate in any co-curricular activity.

II. Governance

A. **Governing Organizations**

The School District of Janesville is a member school of the NFHS and WIAA and is bound to follow all rules as established by those associations.

All students must comply with all current rules as established by:

- Local, State, and Federal ordinances, statutes, and laws.
- National Federation of State High School Associations (NFHS) [www.nfhs.org](http://www.nfhs.org)
- Wisconsin Interscholastic Athletic Association (WIAA) [www.wiaawi.org](http://www.wiaawi.org)
- Big Eight Conference - <http://www.big8conference.net>
- Janesville High School & SDJ Student Codes of Conduct (“Handbooks”)
- Rules and Expectations established by each program’s coaching staff

Additionally, students must comply with governing rules of their sport/club/organization. For example:

- WACPC
- Badger Conference – Girls Hockey (Janesville Parker is the lead school district)
- National Honor Society
- DECA

Selected WIAA Rules and Regulations are included in this handbook for ease of reference. Parents/Students are expected to review the entire WIAA Senior High Handbook on their website at [www.wiaawi.org](http://www.wiaawi.org) prior to participation.

Coaches/advisors are authorized to establish additional expectations, training rules, and procedures for their respective sports. These rules for a particular sport/group must be made available in written/digital form for all team members and parents/guardians and presented at the start of the season by the coach. Note: Team rules established by coaches are supported by SDJ and the Athletic & Activities Directors.

B. **High School Sports Sponsored by School District of Janesville**

FALL

Boys Cross Country  
Boys Soccer  
Cheerleading\*  
Dance/Poms\*  
Football  
Girls Cross Country  
Girls Golf  
Girls Swim & Dive  
Girls Tennis  
Girls Volleyball

WINTER

Boys Basketball  
Boys Hockey  
Boys Swim & Dive  
Boys Wrestling  
Cheerleading\*  
Dance/Poms\*  
Girls Basketball  
Girls Hockey  
Girls Wrestling  
Gymnastics

SPRING

Baseball  
Boys Golf  
Boys Lacrosse  
Boys Tennis  
Boys Track  
Girls Lacrosse  
Girls Soccer  
Girls Track  
Softball

*\*Non-WIAA*

C. **Student Activities/Clubs**

SDJ offers a wide range of student activities for all students to engage and belong which are governed by these policies and in some cases other outside state, local or federal agencies. See the active list of student activities in your school Athletic & Activities office.

## **D. Policies & Operational Practices**

### **1. SDJ Non-Discrimination Statement**

It is the policy of the public schools that no person may be denied admission to any public school in the District, or be denied participation in, be denied the benefits of, or be discriminated against in any curricular, co-curricular, pupil service, recreational or other program or activity because of the person's sex, race, color, national origin, ancestry, creed, pregnancy, marital or parental status, sexual orientation including transgender status, gender expression, gender identity, gender nonconformity or change of sex, or physical, mental, emotional or learning disability or handicap as required by s. 118.13 Wis. Stats. This policy also prohibits discrimination as defined by Title IX of the Education Amendments of 1972 (sex), Title VI of the Civil Rights Act of 1964 (race and national origin), and Section 504 of the Rehabilitation Act of 1973.

The District has adopted a grievance procedure and process that provides for the prompt and equitable resolution of complaints by employees, students, and other individuals alleging any action in violation of Title IX and/or its implementing regulations. The grievance procedure and process are included in Policy 5517 (Student Anti-Harassment) and Policy 3340 (Employee Grievance Procedure). These policies address how to report sexual discrimination including sexual harassment and file a Complaint of sex discrimination or a formal complaint of sexual harassment, and how the District will respond.

### **2. Transgender Students (Athletic Specific)**

The WIAA has developed a policy to address the participation and eligibility of transgender student-athletes. The SDJ complies with the [WIAA Policy](#) (updated February 2025), which seeks to balance the important goals of equity, physical safety, and competitive equality.

### **3. Transfer Students (Athletic Specific)**

When a student transfers into SDJ, there is a process for identifying eligibility status. See below:

1. Enroll as a full-time student in an SDJ high school.
2. Initiate a meeting with your building Athletic & Activities Director to discuss your eligibility.
3. Provide documentation and conversation as described by administration.
4. Completion of an EVTS form.
5. Final eligibility status determined by WIAA membership rule.

### **4. Religious Observances**

SDJ's commitment to multicultural education and the appreciation of diversity requires sensitivity in planning the District's calendar of school activities. Students may be absent from school for religious reasons. Also, any student with a conflict academic requirement and any religious observance must be given an alternative means of meeting the academic requirement.

This policy provides the opportunity for all students to participate in school activities without compromising their religious beliefs. The District will accommodate requests related to religious observance days on an as-needed basis. Team athletic or non-athletic activity missed due to religious observances does not affect the student's ability to earn a varsity letter, hold leadership positions or receive post-season awards. Students will not be penalized for missing an event or practice/rehearsal due to a religious observance listed in the policy.

*Note: Missing any part of the school day or any school activity can only be categorized as an excused absence if a parent or guardian calls the attendance office on or before 1:00 pm on the day of the excused absence.*

## **5. Athletic Locker Room: Locker Room Organization & Basic Rules**

- a. Athletic Locker Rooms are designated for only in-season athletes.
- b. All staff and students share the responsibility for safety.
- c. Propping open outside doors, leaving lockers unlocked, using technology in locker rooms are some behaviors that compromise everyone's safety and privacy. Don't do these.
- d. Use of cell phones in a locker room by anyone is prohibited. It is considered a recording device per Wisconsin Statute 175.22.
- e. Staff members are not expected to be in locker room spaces to "directly" supervise students. It is reasonable for an adult to supervise a locker room by walking through and/or taking position outside the door or in an adjacent office.
- f. Opposite gender staff members should never enter a locker room when students are present unless there is a crisis that requires it.
- g. Opposite gender staff members should only enter a locker room when students are not present and when it is a function of their coach in/supervisory duties.
- h. All lockers should be assigned to an individual and a lock is used at all times.
- i. The coach should have this list accessible along with combinations. SDJ can search a locker if there is reasonable cause.
- j. We expect adult staff to provide reasonable supervision of locker rooms spaces. This may sometimes include a staff member passing through at the end of practice or at the very least monitoring who enters and exits before securing the room.
- k. Outside doors should not be propped open at any time unless supervision is possible.
- l. Students should only use lockers designated for their use. Specific lockers banks should be designated for uses such as PE classes, sports teams and open training.
- m. Locker rules should be posted and reviewed regularly with students. Students are actively involved in the enforcement of these rules with each other.
- n. If anyone sees anything that is a breach to the rules or has suspicion of any inappropriate activity, they should bring it to the attention of their immediate supervisor, or trusted adult who will help with the next step.
- o. Under no circumstances should a student ever enter a locker room they are not assigned to unless there is a crisis that requires it.
- p. SDJ staff should use discretion when lending out their keys to anyone.
- q. Locking the locker room door is everyone's responsibility. Staff should always assume their class/team is the last ones using the locker room that day.
- r. A plan should be in place for students to have locker room spaces reasonably cleaned of all equipment, garbage, etc after each use.
- s. A locker room should NOT be a place for staff and/or students to hang out.
- t. Classrooms, hallways and gymnasiums should be considered as primary spaces for team meetings when possible.

## **6. Practice, Rehearsal, Competition, Group and Team Activity Attendance**

Attendance at school-based activities is an expectation of all group members. Allegiance should be prioritized for these school activities. In the event there is an anticipated need to ask to be dismissed from all or any part of the group activity, an arrangement must be made directly with the coach/advisor. We absolutely want to support you in doing many things, however, you simply cannot do everything every season.

## **7. Registration Requirement and Fees**

Many school-based athletic programs and activities require a registration process and collection of fees in order to participate. A student must successfully complete the registration process to be actively involved with their school activity. The SDJ School Board Policy requires that athletic fees must be paid within the first 10 days of practice in order to be eligible to compete in contests. A student-athlete will be held out of competition until the fee process is completed. All registration requirements will be communicated in advance of participation/tryout/audition.

## **8. Free and Reduced Lunch Program and Fee Waivers**

SDJ works intentionally to remove any barriers for students to participate in school athletics and activities. When registering for a school activity each season, there will be an option for a family to ask for a fee reduction or complete waiving of the fees, this is often aligned with Free & Reduced Lunch status. If this option is not obvious, please ask your coach, advisor or Athletic & Activities Office for the next step. We understand and want to help.

## **9. Equipment Needs**

Extra equipment such as cleats, shin guards, elbow pad, etc. can be costly. Your high school coach advisor or Athletic & Activities Office may have some equipment available for a family to use free of charge and/or may have knowledge of the most cost effective options to access equipment. Talk to your coach, advisor or Athletic & Activities Office for support and ideas.

# **III. Roles and Communication: Student, Parents/Guardians, Coaches/Advisors**

Education-based athletic and activity co-curricular programs are an intentional training ground for life skills. We expect to create a climate and culture where students learn to advocate for themselves. The relationship between coach/advisor and student is expected to be one where both can engage in an open and honest dialogue rooted in mutual respect. Some of the most challenging discussions can center around playing time, work schedules, and conflicting expectations. These are exactly the conversations we expect students to initiate with their coach/advisor. The coach/advisor's role is to weigh the benefit of the greater good of the entire program with that of the individual. Students should follow the steps of the Self-Advocacy Chain when working to resolve concerns with their coach/advisor.

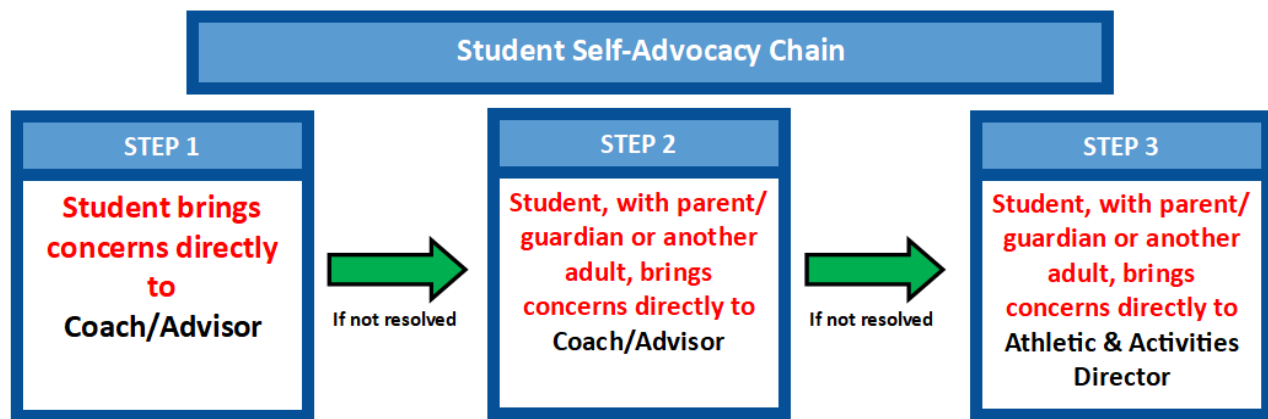
## **A. Student Self-Advocacy Chain**

Face-to-Face Communication among or between students, parents, and coaches is encouraged and necessary. The following resolution steps should be followed to enhance this communication and emphasize the role of student self-advocacy:

1. Students bring their concerns directly to the coach/advisor. Coaches/advisors will work with the student-athlete to create a time and location that works for this type of face-to-face conversation.
2. If a student needs support, a parent/guardian, teammate, or other trusted adult can be present for the conversation with the coach/advisor, in order to support the student being their own advocate.
3. If a resolution still cannot be achieved after steps one and two, the parent/guardian, student, and coach may meet with the Athletic & Activities Director taking a more active role in helping to resolve the issue.

*Note: If a student-athlete or parent/guardian brings a concern to the Athletics & Activities Director/designee before taking it to the coach/advisor, they may be directed back to the coach per the above resolution steps. The described in the grid below is universal for any student who is a member of an athletic or activity program.*





## B. Parent/Guardian Partnership:

SDJ athletics and activities are educational-based. They are different from club sports, recreational sports, traveling teams, and special all-star teams. We do not plan to have elitist programming and each season brings a new opportunity for students to try out for membership in a program. While a parent should be hopeful that their child successfully makes it onto a team roster or lead role in a performance, there are never any guarantees. When a student represents an SDJ athletic or activity program, their parents/guardians are expected to support that privilege by understanding and agreeing to abide by all policies in this code.

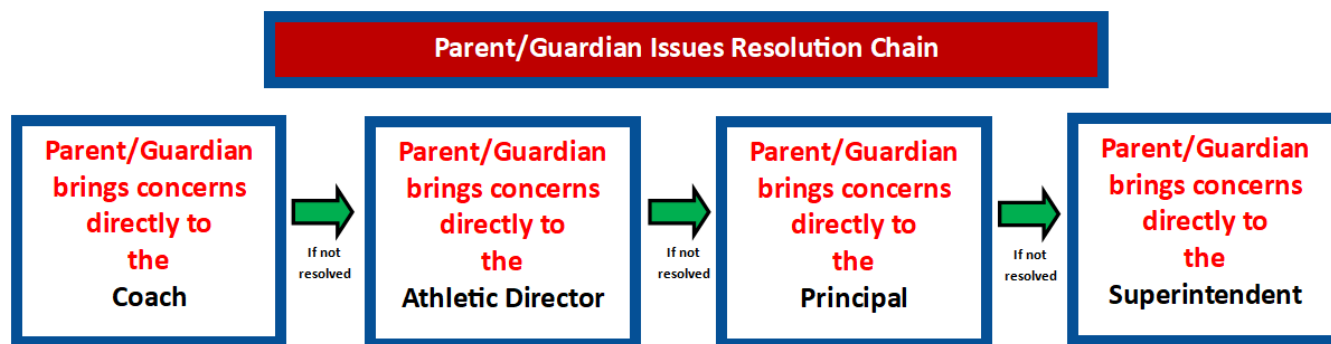
Parents/guardians can support this partnership by:

1. Supporting your child by being a positive listener, especially after a tough loss.
2. Supporting and showing respect for the coach/advisor, school staff, and game officials.
3. Encouraging your child to practice self-advocacy.
4. Avoiding speaking negatively about the coach/advisor/school personnel in front of your child as it will likely harm the coach/advisor-student relationship.
5. Understanding that the coach/advisor makes all personnel decisions.
6. Contributing to the booster club by volunteering to help with projects and committees.
7. Displaying excellent sportsmanship at all times.
8. Teaching and expecting your child to always play by the rules, be accountable for their actions, display excellent sportsmanship, and have respect for the rights and property of others.
9. Helping your child to be fair and honest about their abilities and potential.
10. Attending all orientation meetings as required by the Athletics & Activities Director/designee, coaching staff, and advisors.

### Parent/Guardian Concerns

In the event that a parent/guardian has a need for a direct conversation with a coach/advisor regarding a concern, please keep these things in mind:

- The coach/advisor will only talk to a parent/guardian about his/her child.
- The coach/advisor may require the presence of the student or suggest that this is an issue the student can talk directly to the coach/advisor about.
- Parents/guardians who verbally abuse a coach/advisor may be liable for harassment/slander/defamation of character and any other sanctions as permitted by board policy and the law.
- Playing time and earning leadership roles are at the discretion of the coach/advisor and are not up for negotiation with parents. It is expected that coaches/advisors communicate with students regarding their role on the team and help them navigate these conversations.
- For an appeal of a code violation, see the Appeals Process on page 29.



### When should a parent/guardian bring a concern to the coach/advisor and/or administration?

This is applicable when the situation is *beyond the student's ability to self-advocate*.

We encourage you to schedule a face-to-face meeting when possible. Email or phone call is the preferred method to set up a face-to-face meeting, but do not approach a coach within 24 hours after a game. Some examples of when it might be appropriate for a parent to contact a coach/advisor: a medical or mental health issue that requires additional perspective, team bullying/harassment, or a family issue that may impact the student-athlete or team.

Per District Policy 4160, if you have a concern or complaint about school personnel, please bring it forward immediately to the administration.

## C. Responsibilities of Coaches & Advisors

### 1. Team/Group Selection

SDJ strives to maximize opportunities for our students while also aspiring to the highest level of competition, particularly at the varsity level. The coaches/advisors have full authority in selecting members for the program that they lead. They also may remove a member from the team/group for behavior that is detrimental to the program which may or may not include violation of any Governance rules. See Page 4.

### 2. Pre-Season Squad/Organizational Meetings (Athletic Specific)

Athletic coaches are expected to hold a pre-season meeting with parents/guardians and student-athletes. At this meeting, the following should be addressed and offered in written/digital form:

- Practice schedule
- Coaching philosophy statement
- Game schedule
- Lettering policy
- Communication platforms
- Team Rules & Expectations
- Special dates and events
- Cut policy
- How players earn playing time
- Chain of communication with the coaching staff

### 3. Establish Award Criteria

Letters and other awards are earned according to written criteria established by each coach/advisor in conjunction with the Athletic & Activities Department. An award may be recalled by a coach or advisor if the student's conduct warrants such action.

### 4. Communication Platform

SDJ will have a universal communication platform that will be the official means of communication between coaches/advisors, students and families. All are expected to use this established platform as directed at the beginning of each season.

# ACADEMIC COMPLIANCE POLICY FOR STUDENTS WHO PARTICIPATE IN ANY SDJ HS ATHLETIC OR NON-ATHLETIC CO-CURRICULAR ACTIVITIES

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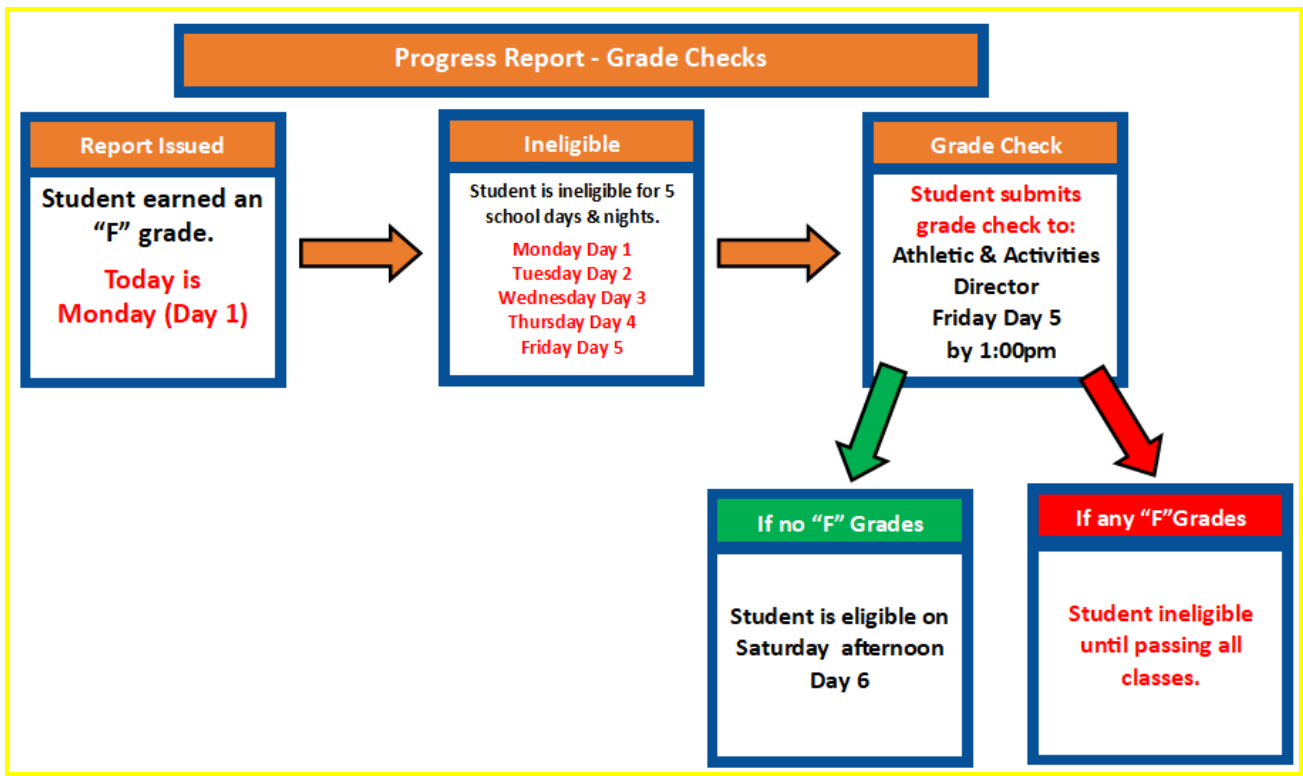
## IV. ACADEMIC ELIGIBILITY

To maintain academic eligibility for participation, students must pass all classes during grade reporting periods and attend classes regularly.

### A. Grade Check Progress Reports

#### 1. Intra-Semester Progress Reports 1 & 2 & 3:

- a. Grade checks will be performed approximately every 4.5 weeks during each 18-week semester. This equates to 3 times within each semester.
- b. At the time of a progress report, students earning any “F” grades will become ineligible to participate in competitions/performances until receiving no failing grades, but not for less than 5 consecutive scheduled school days and nights. A student may not return to competition/performances until the calendar day following the 5-day ineligibility period.
- c. In order to regain academic eligibility, a student must submit a grade check to the Activities Office by 1:00pm to be considered for eligibility reinstatement for that night.  
*Note: the earliest a student may regain academic eligibility is on the 6th (or next) calendar day.*
- d. Incomplete Progress Report grades:
  - i. When a student has the opportunity to earn a passing grade, teachers may assign an “I” indicating an Incomplete grade due to extenuating circumstances (for example, a student was out sick during progress final testing).
  - ii. In the event of an “I” Incomplete grade posting:
    1. Student may remain eligible while the grade is marked as an “I”
    2. Coaches/Athlete/AD/Teacher will communicate and monitor the progress of the grade adjustment from an “I” to a letter grade
    3. At the time of the grade adjustment, academic eligibility will be determined
      - a. If the “I” is updated to a passing grade then the student is eligible
      - b. If the “I” is updated to an F, then the minimum ineligibility period of 5 consecutive scheduled school days must be served.
      - c. After 10 days, a student is expected to have completed the assignments necessary to update the “I” to a passing grade. Without the update, a 5-day suspension must be served.
- e. Dropping a class when an F grade is earned.
  - i. If a student drops a class after Progress Report 1 while in failing status, the minimum ineligibility period of 5 consecutive scheduled school days must be served.
  - ii. To regain academic eligibility status, the student must submit a grade check showing all passing classes in order to compete on the 6th (or next) calendar day.



### FAQ on Progress Report Grade Checks

1. Will an "F" grade at progress report time lead to a 5 day and night suspension from game/performance participation?  
Yes
2. If a student is earning an F grade at the grade check time, but gets the grade to passing status on day 3 of ineligibility, can they become immediately eligible?  
No, the student would not be eligible until day 6.
3. I got my assignment to my teacher on Friday afternoon, but they refused to grade it. So, now I have a failing grade. Can administration make the teacher grade my late work?  
It is unrealistic to expect any teacher to immediately grade late work. You are advised to work with your teacher in advance if you need an extension or other support.
4. If a student is academically ineligible to participate in games, can they still travel with their team?  
Students can participate in all team/activity meetings and practices during the ineligibility period. However, an academically ineligible student cannot leave school early to accompany his/her team to an athletic contest.
5. I submitted my grade check to the Athletic & Activities office at 1:30pm. Can I participate in a competition tonight (day 6)?  
No, the cutoff to submitting a grade check is 1:00pm. The earliest return to play for academic eligibility would be Day 7 (the day after you submitted the late grade check).

## **B. Semester 1 & 2 Grade Postings**

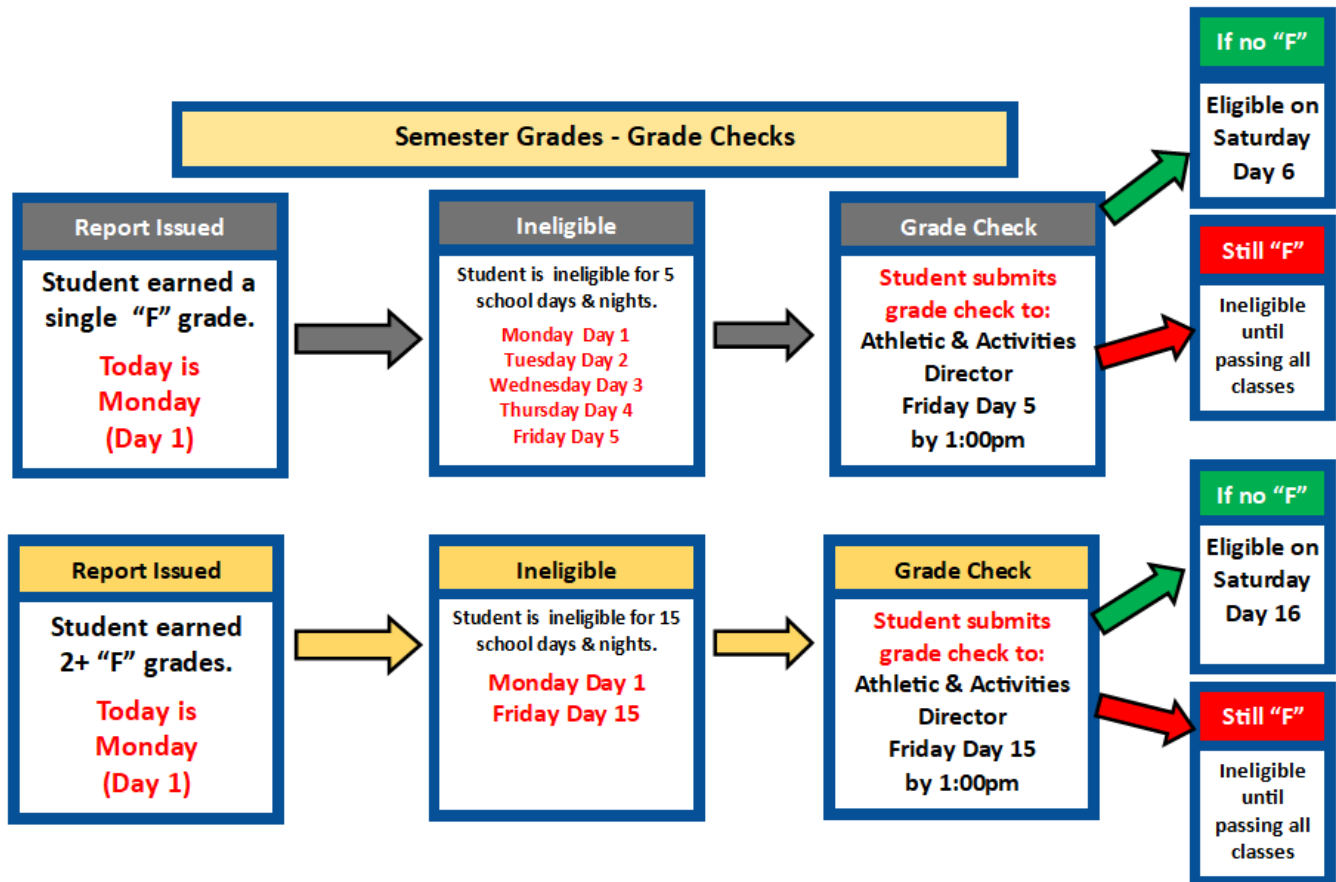
### **1. Students earning a single “F” grade at Semester:**

- a. At the time when semester grades are reported, students earning **one “F”** grade will become ineligible to participate in competitions/performances until receiving no failing grades, but not for less than 5 consecutive scheduled school days and nights. A student may not return to competition/performances until the calendar day following the 5-day ineligibility period.
- b. In order to regain academic eligibility, a student must submit a grade check to the Activities Office by 1:00pm to be considered for eligibility reinstatement for that night. *Note: the earliest a student may regain academic eligibility is on the 6th (or next) calendar day.*
- c. Incomplete Progress Report grades:
  - i. When a student has the opportunity to earn a passing grade, teachers may assign an “I” indicating an Incomplete grade due to extenuating circumstances (for example, a student was out sick during progress final testing).
  - ii. In the event of a “I” Incomplete grade posting:
    1. Student may remain eligible while the grade is marked as an “I”
    2. Coaches/Athlete/AD/Teacher will communicate and monitor the progress of the grade adjustment from an “I” to a letter grade
    3. At the time of the grade adjustment, academic eligibility will be determined
      - a. If the “I” is updated to a passing grade then the student is eligible
      - b. If the “I” is updated to an F, then the minimum ineligibility period of 5 consecutive scheduled school days must be served.
      - c. If the student takes no action to rectify within 14 calendar days, the grade will officially be entered as an F.

### **2. Students earning 2 or more “F” grades at Semester**

- a. At the time when semester grades are reported, students earning **two or more** “F” grades will become ineligible to participate in competitions/performances until receiving no failing grades, but not for less than 15 consecutive scheduled school days and nights. A student may not return to competition/performances until the school day following the 15-day ineligibility period.
- b. In order to regain academic eligibility, a student must submit a grade check to the Activities Office by 1:00pm to be considered for eligibility reinstatement for that night. *Note: the earliest a student may regain academic eligibility is on the 16th (or next) school day.*
- c. Incomplete Progress Report grades:
  - i. When a student has the opportunity to earn a passing grade, teachers may assign an “I” indicating an Incomplete grade due to extenuating circumstances (for example, a student was out sick during progress final testing).
  - ii. In the event of an “I” Incomplete grade posting:
    1. Student may remain eligible while the grade is marked as an “I”
    2. Coaches/Athlete/AD/Teacher will communicate and monitor the progress of the grade adjustment from and “I” to a letter grade
    3. At the time of the grade adjustment, academic eligibility will be determined
      - a. If the “I” is updated to a passing grade then the student is eligible
      - b. If the “I” is updated to an F, then the minimum ineligibility period of 15 consecutive scheduled school days must be served.
      - c. If the student takes no action to rectify within 14 calendar days, the grade(s) will officially be entered as an F.

**\*Ineligible** means a student is suspended from participation in games, contests, matches, performances, etc. However, it does not automatically exclude a student from participating in practices, rehearsals, tryouts, auditions or club meetings, etc.



### C. Fall Sport Academic Eligibility (Athletic Specific)

- 1. One F Previous Spring Semester:** When the earliest allowed WIAA game/meet takes place before the first day of classes, the ineligibility period shall be 7 consecutive calendar days beginning with the earliest allowed competition in that sport. *CONTACT YOUR BUILDING ATHLETIC & ACTIVITIES DIRECTOR FOR THESE ACTUAL DATES.*
- 2. Multiple F's Previous Spring Semester:** When the earliest allowed WIAA game/meet is before the first day of classes, the ineligibility period shall be the lesser of: (1) 21 consecutive calendar days beginning with the date of earliest allowed competition or (2) one-third of the maximum number of competitions allowed in that sport (rounded up if one-third results in a fraction). ***YOUR ATHLETIC & ACTIVITIES DIRECTOR HAS THE ACTUAL DATES.***
- 3. Summer School**
  - Passing grades earned from summer school courses at SDJ may be used to regain eligibility for fall sports when retaking or recovering credits from a failed course.
  - Passing grades earned from summer school courses taken at another school may be used to regain eligibility provided that: the other school gives credit toward graduation requirements for such courses; **and**, prior approval has been granted in writing by the SDJ Athletic Department or the appropriate principal for courses comparable to those that failed during the last quarter or semester.

## **D. Attendance Requirements**

- 1. Students are expected to be present in school all day:** Full-day attendance expectations are required in determining eligibility. Students may not participate in any activity (ex: practices, competitions, tryouts or activity performances, etc) during or after school on the same day as an UNEXCUSED absence.
  - a. Examples of an UNEXCUSED absences may include:
    - i. Calling the attendance office after 1:00pm
    - ii. Oversleeping
    - iii. Returning late from an athletic event or a late performance the previous evening
    - iv. For athletic eligibility purposes, an attendance marking of L (being over 15 minutes late for a class) after 1st hour is considered unexcused
  - b. An EXCUSED absence will not affect the participation in athletic or activity programs. Examples of an excused absences may include:
    - i. Parent Excused (1st hour only)
    - ii. Religious based
    - iii. Funeral
    - iv. Court appearance/legal issue
    - v. School-approved trips
    - vi. Documented medical appointments
    - vii. Absences for an activity that is related to an academic grade
    - viii. Pre-approved & pre-communicated - planned absence form submitted and approved through the principal's office in advance of absence. Examples:
      1. College Visit
      2. Driver's Education Requirements
      3. Community Leadership Opportunities
    - ix. Other circumstances as cleared in advance with the Athletics & Activities Director/designee
  - c. Unforeseeable Circumstances Eligibility Considerations:
    - i. Families are given a grace period until the beginning of 2nd hour to navigate
    - ii. Student must arrive by the start of 2nd hour
    - iii. PARENT must call/record a "Parent Excused" absence for 1st hour by 1:00pm
    - iv. For substantial challenges/circumstances requiring additional time for students/families, the Activities Director may use discretion on eligibility; however, a family must contact/communicate with the Athletic & Activities Director prior to the start of 2nd hour.

### **FAQ - Attendance**

- 1. If a student shows up at 9:00 am would they be eligible to compete if a parent or guardian excuses the absence?**

No. Students must be in school no later than the start of the 2nd hour (8:52 am on a typical school day) in order to practice/rehearse or compete/perform that day.
- 2. Who should contact the school attendance office on the day of an excused absence?**

It is the responsibility of the parent/guardian to notify the attendance office either on or before 1:00pm of the day that a student will be absent from school due to an appointment.
- 3. Can a student be excused retroactively and still participate?**

A student may not be excused from any part of the school day retroactively by anyone for athletic or activity performance participation purposes.

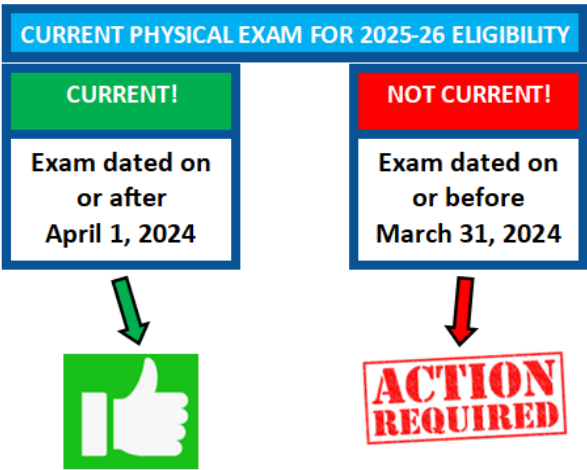
**Note:** Students are encouraged to seek help through the Student Services offices whenever personal problems may be affecting attendance. An accidental error or omission by a coach/advisor in the attendance requirements will not result in a student being ineligible for a game/contest/performance.

**V. PARTICIPATION COMPLIANCE**

**A. Physical Exam (Athletics specific)**

WIAA membership requires that all students who participate in interscholastic athletics must have written evidence of current physical fitness to participate in sports as determined by a licensed physician or an Advanced Practice Nurse Prescriber (APNP) on file in their high school Athletic & Activities Office, no less than every other school year. No student will be permitted to participate in PRACTICES OR COMPETITIONS in the interscholastic athletic program until this requirement is fulfilled. Physical exam forms are available in the Athletic & Activities Department and on your high school's athletic website.

Physical exams taken on or after April 1 within a given school year are valid for the remainder of that school year and the following two school years. Physical exams taken before April 1 within a given school year are valid only for the remainder of that school year and the next school year.



*Note: Student-athletes are encouraged to schedule a physical exam well in advance of the start of their sport season. It is not unusual to have a two-month wait for an appointment for a physical exam.*

**B. Informed Consent (Athletics specific)**

Prior to participating in interscholastic athletics, it is important for the student and the parents/guardians to understand that injuries can occur. These could include minor injuries, such as bruises or abrasions. Occasionally, students incur injuries such as muscle strains, sprains, or broken limbs. Although the occurrence of catastrophic injuries is minimal, it is possible that a catastrophic injury can occur which could render the participant paralyzed in varying degrees. Death as a result of a catastrophic injury is also a possibility.



### **C. Injuries (Athletics specific)**

Following any injury, students must immediately inform their coach, and the coach must file a [Student Accident Report](#) with the Athletic & Activities Director/designee. That report is also shared with the Athletic Trainer. In the case of minor injuries not requiring the services of a physician, the Athletic Trainer, and the coach will determine when the athlete is ready to return to practice and games.

If an athlete is injured during the season and under a physician's care, the athlete must obtain a written release from the treating physician prior to resuming active participation in practices and games.

If an athlete develops a medical condition or is injured outside the season, whether a valid physical exam form is on file at the school or not, and there is any chance that participation in athletics could heighten the seriousness of the condition or render the athlete more prone to injury, the Athletic Director/designee reserves the right to request a written clearance from the treating physician prior to declaring the student eligible to participate in athletics.

### **D. Insurance (Athletics specific)**

All student-athletes are expected to be covered by health insurance in case of accident or injury. No cost of such medical conveyance or treatment will be borne by SDJ or any of its employees or representatives.

Parents are asked to furnish proof of insurance to the Athletic & Activities Director prior to their child(ren) participating in the interscholastic athletic program. [Supplemental insurance](#) at the cost of the parents/guardians is available through the school. These forms may be obtained from the Athletic & Activities Director or the high school office.

### **E. Equipment and Uniforms**

Student-athletes are responsible for the safe-keeping and maintenance of all school-issued uniforms and equipment and must return all uniforms and equipment, with signs only of reasonable wear, to the school at the conclusion of the season. Since all student-athletes are issued a specific uniform and/or piece of equipment, there is no substitution of equipment allowed. Student-athletes may not exchange uniforms.

Failure to return school-issued uniforms and equipment at the end of the season will render the student immediately ineligible until the missing items are returned, or the school is reimbursed the actual replacement cost of the item(s).

Failure to return or reimburse the school for missing items by the end of a student's senior year will render that student ineligible for commencement exercises at SDJ.

**DONATE YOUR USED EQUIPMENT:** Please consider donating your gently used cleats, shoes, knee pads, elbow pads, backpacks, other school logo gear back to your school. They can be used by another athlete. See your coach, advisor and Athletic & Activities Department to do so.

## F. Transportation Policy

SDJ will provide transportation for students in district-provided vehicles to and from certain co-curricular events/competitions. Parents/guardians are advised that if they wish to transport their child to/from a co-curricular event/competition, or have their child released to them after a co-curricular event/competition, the parent/guardian of the child must complete and submit a [Transportation Release Form](#) at least 24 hours in advance of the event.

Parents/guardians must also use a [Transportation Release Form](#) if they wish to allow a third party to transport their child to/from a co-curricular event/competition or allow their child to be released to a third party after an extracurricular event/competition. The third-party must be over 18 years old and cannot be a current SDJ student.

Parents/guardians are required to complete a Release Form *each time* their student will not be using transportation provided by SDJ to and/or from a co-curricular event/competition. In situations necessitating that students must walk to a practice site, students are expected to walk in a group under the supervision of a coach/advisor (whenever feasible) unless the appropriate waiver allowing a student to drive his/her own vehicle has been obtained from the Athletics & Activities Director/designee.

**Note:** *SDJ prioritizes safe transportation for students. There are instances when SDJ provided transportation is not necessary. In such cases, this will be communicated in advance by a coach/advisor. Transportation is typically not provided for varsity levels for baseball, softball, hockey, golf and lacrosse when activities are within Janesville city limits.*

## G. Social Media Policy

Social networking sites, such as Facebook/Instagram/X/TikTok, chat rooms, bulletin boards, and texting can be an important part of a young person's life and also pose a serious danger. Since participation is a privilege and not a right, a student needs to accept responsibility for appearing or posting on certain websites. When visiting or appearing on any internet site, students at SDJ will maintain acceptable standards per SDJ Policy 5230, Safe and Acceptable Use of Internet and Electronic Resources/Media for Students. Any posting or communication via social networking websites which disrupts either the educational or athletic environment or which advocates the violation of any school or team policy would be unacceptable.

### **Specifically prohibited behaviors include but are not limited to:**

- Sexually explicit, profane, lewd, indecent, illegal, or defamatory language/actions
- The consumption of alcohol or the use of illicit drugs or facsimiles
- Comments designed to harass or bully students or school personnel
- Nude, sexually-oriented, or indecent photos, images, or altered pictures
- Comments while at school or while under the supervision of a school authority that endanger the property, health, or safety of others
- Any information shared via social media that includes but is not limited to students in restrooms, locker rooms, and changing areas while under the supervision of school authorities is prohibited.
- Comments while not at school or while not under the supervision of a school authority which endanger the property, health, or safety of others at school or under the supervision of a school authority or endanger the property, health, or safety of any employee or school board member of the school district in which the student is enrolled.

- Knowingly conveying or causing to be conveyed any threat or false information concerning an attempt or alleged attempt being made or to be made to destroy any school property by means of explosive.
- Additional items may be prohibited by the SDJ Code of Conduct, the District's policies, and state and federal law.

**Note:** *Students are expected to refrain from putting themselves in situations or environments where they could be implicated as violating any district governing code of conduct. For example, students may be implicated in violations via pictures, videos, texting, social media postings, and other social networking sites.*

## **H. SDJ Athletic & Non-Athletic Activity Co-Curricular Code of Conduct**

A student is accountable to the Code of Conduct from the time they first sign the acknowledgment of this Code and/or participate in any pre-season activity (which includes summer months transitioning from 8th grade). They continue to be bound by the code 365 days a year and until the conclusion of their high school career (including off-season and summer months).

**For Athletes:** WIAA serves as our state athletic association in which we are committed to upholding their standards as it relates to athletic participation. See [WIAA Rules at a glance](#) for details regarding the WIAA Code of Conduct.

**Team managers** will be considered student-athletes for the purpose of accountability to the Code.

**State/Federal Court:** The courts have ruled that participation in athletics is a privilege and not a right; therefore, participating students are often held to a higher standard than non-participating students by virtue of the fact that they are highly visible representatives of SDJ whose negative behavior could adversely impact health, safety and the image of our school district..

This code requires that participating students are expected to:

1. Adhere to the ideals, principles, rules, and standards of SDJ, the Big Eight Conference, and the WIAA and other governing agencies as applied.
2. Conduct themselves in a manner that reflects positively on themselves, their family, the team, and the SDJ community.
3. Respect the rights and property of others. Assume full financial responsibility for any school property which is lost, damaged, or stolen, intentionally or unintentionally.
4. Follow the rules of the competition and the rules established by the coaches.
5. Display respect to those in authority, including the Athletic & Activities Director, coaches, advisors, teachers, school administrators, and contest officials.
6. Display high standards of behavior, including good sportsmanship.
7. Use appropriate language at all times and refrain from obscene, derogatory, and defamatory language.
8. Appropriate dress at all times (appropriate for the activity and compliant with school dress code)
9. Exercise responsible digital citizenship. Inappropriate posting on or retention of inappropriate content on websites such as blogs, Facebook, Instagram, Snapchat, YouTube, TikTok, sexting, cyberbullying, etc., and/or criminal behavior is in violation of this code.
10. Refrain from the use, possession, sale, or distribution of alcohol, tobacco (including e-cigarettes or other nicotine delivery devices), controlled substances, drug paraphernalia, performance-enhancing drugs, or any other illegal or illicit substances of any kind. Abuse of prescription drugs or legal substances (caffeine/ephedrine pills, nitrous oxide, aerosols) is in violation of this code.
11. Display academic integrity and refrain from cheating.

## Code of Conduct Language & Definitions

- **Restorative Practices:** SDJ recognizes the importance of restorative practices. Restorative practices prioritize accountability and community healing rather than just assigning punishment and are rooted in values such as interconnectedness, respect, and responsibility.
- **Due Process:** As determined by building administration by using a system of due process, some behaviors may be determined to be violations of the SDJ Student Handbook, SDJ Athletic & Activities Co-Curricular Code of Conduct, team expectations, and/or local/state/federal laws. Consequences for those violations will be determined according to those authorities.
- **Determination:** If the Athletic & Activities Director/designee determines that the behavior was a violation of team rules vs. the Code of Conduct, administration will defer to the coach/advisor for consequences and accountability. Building Athletic & Activities Directors have full discretion on the processing code violations, applying due process and assigning an appropriate consequence.
- **Consequence Options:** Violations of the Athletics & Activities Co-Curricular Code of Conduct may lead to restorative practices and game/performance/activity suspensions to help the student learn from the experience, receive support to overcome root causes, and repair relationships. Repeated violations of the code of conduct may result in progressively increasing consequences.
- **Amnesty Clause:** Provides relief to victims and bystanders who report a sexual assault, request emergency assistance, cooperate with and assist law enforcement, and stay on the scene or who encounter law enforcement at a medical facility at which the victim is being treated cannot be issued a code of conduct violation. In order for this relief to be applied consistent with state law, the victim and/or bystander must activate 9-1-1 and/or report to a mandatory reporter who in turn activates 9-1-1. The victim or bystanders must meet the additional State Amnesty Law Requirements. The victim may not falsely claim amnesty knowing that the situation that he/she reports does not exist.
- **Voluntary Entry into a Treatment Program Clause:** A student who pre-emptively and voluntarily enters an approved ATODA Treatment Program will not be required to serve an athletic code suspension. "Voluntarily and pre-emptively" means that it is unrelated to a specific ATODA incident and the student has not been cited for an ATOD code violation. A student-athlete may not participate in an extracurricular activity while involved in a treatment program. Upon written documentation of successful completion of the program, the student-athlete involved may be fully reinstated to an extracurricular activity. The student, parent/guardian, coach, advisor, administrator, and Student Services personnel must agree upon a plan for a student's re-entry into an athletic program at the beginning of the treatment process.

## VI. CODE OF CONDUCT VIOLATIONS (Athletic & Activities)

### A. Due Process

Alleged violations of the Code of Conduct will be investigated with due process. Upon becoming aware of an alleged Code of Conduct violation, the Athletics & Activities Director/designee will begin an investigation process and discuss Due Process with the student who was involved in the alleged violation. During an investigation, it is expected that the student will be truthful, cooperative, and forthcoming with information. Any identifiable and verifiable image, photo, or video which implicates a student to have been in violation of any part of this code of conduct will be considered a violation of the code.

### SDJ Athletic Department Due Process for Code of Conduct Violations

	Due Process & Code Processing Progression	Potential Actions/ Outcomes
1	The Athletic & Activities Director (A) is made aware of the possible infraction. <i>Infinite Campus      Outside Source      Self-Reported</i> <i>Social Media      Firsthand      3<sup>rd</sup> Party Reported</i>	Talk to the student directly Contact parent or guardian Consult with SLO Substantiate the infraction
2	AD informs the student of the allegation and that an investigation may be necessary AD explains the due process to the student. Parent/Guardian... 1. may be informed at this point if the alleged violation could result in a suspension. 2. is always informed at this point if an alleged violation <b>will</b> result in a suspension.	The parent or guardian informed Coach informed Dean/Teacher informed
3	AD conducts investigation <ul style="list-style-type: none"> <li>reviews the evidence and conducts an interview with the student</li> <li>(possibly with parent or guardian present)</li> <li>may interview other relevant parties, including parents/guardians, coaches, other students, witnesses, and law enforcement. Emphasis on firsthand knowledge.</li> <li>Note: Depending on the credibility of the initial evidence, it is very likely a student will be held out of WIAA contests immediately during the investigation.</li> </ul>	Interviews documented here
4	AD determines if evidence supports that a code violation occurred beyond a reasonable doubt. The outcome and/or consequence is shared verbally with the student in question.  <b>If a code violation:</b> Determine which Tier consequence aligns If not a code violation: Determine other consequences if any  <b>When a consequence is assigned:</b> The AD will review Due Process procedures and how the process and consequence were determined. Student will be asked to acknowledge they understand the process.	Communicate with student on findings and next steps in person.  Communicate with parent/guardian. Call, virtual or written.  Communicate with teachers/support and coach/advisor as needed.
5	<b>Consequence Phase:</b> Students are assigned the consequence in writing and given the detailed time frame of any suspension and an explanation of restorative practices available.	Consequence is clearly defined and communicated in written form.
6	<b>While Suspended:</b> A student under a code violation suspension is still eligible/expected to participate in practice or a supportive role in their school activity as directed by their coach advisor. Per policy, students cannot serve a behavior suspension and academic suspension at the same time. The academic suspension has to be completed, first.	The student is expected to be engaged to the extent possible. Likely be demoted from leadership status, and may not leave school early to travel with a team/group.

<b>7</b>	<b>Full Reinstatement:</b> A student will be fully reinstated to their activity after they are: academically eligible, completed all restorative options and/or service hours, have documented completion of any other defined responsibilities, and sat out the appropriate number of performances/contests indicated as a consequence.	May join the team fully. The coach/Advisor has discretion on the level of participation.
<b>8</b>	<b>Appeal Process:</b> Consequences are not subject to an appeal. Student/Parent/Guardian may appeal that due process was not provided.. <ol style="list-style-type: none"> <li>1. Appeal directly to the building principal/designee within 7 days of notification of the consequence.</li> <li>2. Principal/Designee &amp; District AD review appeal and issue response within 7 days.</li> <li>3. The decision of the Principal/Designee &amp; District AD is final.</li> </ol>	See Page 29

## **B. Categories of SDJ Athletics & Activities Co-Curricular Code of Conduct Violations**

### **Tier 1 Violations**

Behaviors associated with violation of school rules, which may or may not take place on school grounds or during school-related activities. This includes conduct that is not consistent with common sense standards aligned with policies and practices of SDJ affiliates (WIAA, Big 8 Conference, National Honor Society, and the like). Multiple or repeated Tier 1 violations may result in increased severity of consequences and/or a Tier 2 distinction.

#### **Such violations may include, but are not limited to the following:**

- a. Bully/Hazing/Harassment/Hate Speech that does not lead to out-of-school suspension. (1st time) as defined by the SDJ Code of Conduct ("Student Handbook")
- b. Inappropriate behavior at a school-sanctioned event.
- c. Being deceitful (academic dishonesty, withholding information, and minor theft)
- d. Blatant disrespect of a person or property
- e. Inappropriate use of social media that causes a disturbance to the educational environment (See SDJ Social Media Policy)
- f. Failure of any parent, legal guardian or student to notify the building's Athletic & Activities Director of a police-documented violation involving that student within 7 calendar days of the violation. This will be an automatic 20% suspension in addition to the violation reported.

### **Tier 2 Violations**

Behaviors associated with best health and safety practices for minors, violation of community and state ordinances, and contributing to harm of others which may or may not take place on school grounds or during school-related activities. This includes conduct that is not consistent with common sense standards aligned with policies and practices of SDJ affiliates (WIAA, Big 8 Conference, National Honor Society, and the like). Multiple or repeated Tier 2 violations may result in increased severity of consequences and/or a Tier 3 distinction.

#### **Such violations may include, but are not limited to the following:**

Involvement with Alcohol, Tobacco, Vaping, Nicotine, PEDs, Prescription/Over-The-Counter meds, and Other Drug-Related facsimiles/look-alikes (ATODA). This includes any substances [banned by the WIAA](#).



**Students are in violation if they:**

- a. Use, possess, or are in the presence of misuse of ATODA substances.
- b. Deliberately transporting other students to any gatherings where it is known that ATODA usage/presence will take place, whether or not the driver stays at the gathering.
- c. Remaining present at events/parties or situations where ATODA substances are possessed or consumed. Students are required to leave any gathering immediately upon their knowledge of the presence of illegal ATODA activities.
- d. Committee major theft on/off-campus (\$100-\$250)
- e. Disrespect/Assault/Bullying/Harassment/Hazing that leads to an out-of-school suspension
- f. Use of ethnic/racial/slurs and other hate speech that leads to an out-of-school suspension
- g. Are charged with disorderly conduct

**Note:** Substances such as creatine are strongly discouraged by SDJ and the WIAA. These products should not be brought onto any SDJ campus. Consult your family medical provider for more information.

**Here are examples of a few products that are strongly discouraged.**



**Tier 3 Violations**

Behaviors associated with violation of community, state, and federal ordinances, and contributing to harm of others which may or may not take place on school grounds or during school-related activities.

**Such violations may include, but are not limited to the following:**

- a. Organizing, hosting, or providing opportunities for gatherings where the student knows there will be illegal consumption of alcohol or the use of controlled substances
- b. Hosting gatherings, distributing or intent to deliver any ATODA or other dangerous substance or to others. This would include concealed weapons.
- c. Unauthorized use, reproduction, possession, or possession with intent to deliver or distribute school keys/fobs, school property, or school-owned data
- d. Theft of a phone and/or personal data.
- e. Charged with a serious local, state, or federal violation, which may or may not include a citation or arrest.
- f. Charged with a felony
- g. Conduct not consistent with representing a WIAA member school and the SDJ

### C. Restorative Responsibility - ATODA/Self-Help

For Alcohol, Tobacco, and Other Drug Use (ATODA) violations, students are required to complete the district's approved ATODA 3rd Millennium Coursework **at the cost of the student/family**.

#### ATODA 3rd Millennium Course Requirement

- Use, possess, or are in the presence of misuse of ATODA substances.
- Involvement with Alcohol, Tobacco, Vaping, Nicotine, PEDs, Prescription / Over-the-Counter meds, and Other Drug-Related facsimiles/look-alikes (ATODA), including those [banned by the WIAA](#).
- Remaining present at events/parties or situations where ATODA substances are possessed or consumed.

- Alcohol Related Violations
- THC Related Violations
- Nicotine Related Violations

[Parker Courses](#)

[Craig Courses](#)

### D. Restorative Actions and Conversations (Athletics and Activities)

A student may be afforded the opportunity to complete actions to provide restitution and/or restore relationships that were damaged in the course of the code violation which may include:

Steps	Required For Full Eligibility	Restorative Action - Make It Right!	Support Person
1	Admin Discretion	As agreed upon by your coach/advisor, address your team/club and acknowledge the violation and take responsibility in how it impacts the team and how you will work to earn back their trust. AKA: How do you make it right?	Your Family Your Coach/Advisor Social Worker School Counselor ATODA Professional Athletic & Activities Director Teammates SLO
2	Admin Discretion	Write an apology to the person or persons that your behavior impacted. Ask for forgiveness and share how you will work to earn back their trust. Show remorse and offer natural restitution. AKA: How you make it right	Your Family Your Coach/Advisor Social Worker School Counselor ATODA Professional Athletic & Activities Director Teammates SLO
3	Admin Discretion	Reimburse for damage or replace an item when applicable.	Your Family Your Coach/Advisor Social Worker School Counselor ATODA Professional Athletic & Activities Director Teammates SLO



<b>4</b>	<b>Admin Discretion</b>	Consider other actions that are designed to repair relationships, rebuild trust and show you are committed to making it right.	<b>Your Family</b> <b>Your Coach/Advisor</b> <b>Social Worker</b> <b>School Counselor</b> <b>ATODA Professional</b> <b>Athletic &amp; Activities Director</b> <b>Teammates</b> <b>SLO</b>
Notes	N/A	Work with your coach/advisor and Athletic & Activities Director to create a restorative path for accountability and making it right. There is room here for creativity and cooperation..	

## E. Competition Suspension and Character Commitment Option (Athletics):

### Tier 1 Consequences:

Any Tier 1 violations are subject to the following suspension from games/contests/performance:

- Up to 20% suspension from the current or next season of participation.
- There will be no suspension less than 1 full game/contest/performance.

### Tier 2 Consequences:

- The consequences for the **first Tier 2 violation** are suspension from participation in games/contests/performances of 50% of the current or next season of participation.
- The consequences for a **second Tier 2 violation** are a suspension from participation in games/contests/performances of 75% of the current or next season of participation.
- The consequences for a **third Tier 2 violation** are a suspension from participation in games/contests/performances for 365 days. All school activity privileges may be revoked (ex: any participation, attendance at school functions) by administration.

### Tier 3 Consequences:

The consequences for the first, any, and all **Tier 3 violations** are a suspension from participation in games/contests/performances for 365 days. Any subsequent Tier 1 or Tier 2 violations beyond a Tier 3 violation will be added onto the one year, applied consecutively not concurrently. All school activity privileges may be revoked (ex: any participation, attendance at school functions) by administration.

- **1st Tier 3 Violation:** The student will complete 40 hours of community service BEFORE returning to practice & other non-game team activities.
- **2nd Tier 3 Violation:** The student will complete 60 hours of community service BEFORE returning to practice & other non-game team activities.
- **3rd Tier 3 Violation:** The student will complete 80 hours of community service BEFORE returning to practice & other non-game team activities.

### Athletic Optional Restorative Practice - Character Commitment Hours (CCH)

A student-athlete who is serving game suspensions for Athletic Co-Curricular Code of Conduct violations has the option to reduce the number of games suspended by demonstrating a commitment to thinking and acting positively beyond themselves through positive contribution and impact in the school or community.

- Student-athletes who have incurred a Tier 1 violation have the option of having their game suspensions reduced to 10% if they complete 5 Character Commitment Hours (CCH).
- Student-athletes who have incurred their first Tier 2 violation have the option of having the consequence reduced from 50% game suspensions to 25% game suspensions if they complete 10 Character Commitment Hours (CCH); those who incur a second Tier 2 violation have the option to reduce the game suspensions from 75% to 50% if they complete 20 Character Commitment Hours.
- There is no restorative option to reduce game suspensions for a third Tier 2 infraction or for any Tier 3 infraction.

The intent is to give a student an opportunity to demonstrate through the additional effort to themselves, their team, and their community that they are committed to abiding by the Code of Conduct and excelling as a student-athlete. The school will have some options for activities that may be performed to complete these hours. Students may also seek out opportunities in the community and/or with their religious institution to complete these hours. *All Character Commitment Hour opportunities must be pre-approved by the Athletic & Activities Director or designee.*

ATHLETIC - Code of Conduct Suspensions & CCH Option			
	FIRST TIME	SECOND TIME	THIRD TIME
TIER 1	20% Suspension Or 10% with 5 CCH (4 reduced to 2 games)	20% Suspension Or 10% with 5 CCH (4 reduced to 2 games)	20% Suspension Or 10% with 5 CCH (4 reduced to 2 games)
TIER 2	50% Suspension Or 25% with 10 CCH (12 reduced to 6 games)	75% Suspension Or 50% with 20 CCH (18 reduced to 12 games)	365 Day Suspension NO RESTORATIVE OPTION FOR REDUCING SUSPENSION 40 CCH before practicing
TIER 3	365 Day Suspension NO RESTORATIVE OPTION FOR REDUCING SUSPENSION 40 CCH before practicing	365 Day Suspension NO RESTORATIVE OPTION FOR REDUCING SUSPENSION 60 CCH before practicing	365 Day Suspension NO RESTORATIVE OPTION FOR REDUCING SUSPENSION 80 CCH before practicing
Restorative Practices still apply for <u>support</u> in all			

### **Table of Game Suspensions (Athletics specific)**

In order to create equity among sports, the number of games suspended is calculated by sport as a percentage of the number of regular season games. The table below represents the number of games suspended as a percentage of the number of games in a given season.

	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26
10%	1	1	1	1	1	1	1	1	1	1	1	1	1	1	2	2	2	2	2	2	2	2	2	2	3	3
20%	1	1	1	1	1	1	1	2	2	2	2	2	3	3	3	3	3	4	4	4	4	5	5	5	5	6
25%	1	1	1	1	1	2	2	2	2	3	3	3	3	4	4	4	4	5	5	5	5	6	6	6	6	7
50%	1	1	2	2	3	3	4	4	5	5	6	6	7	7	8	8	9	9	10	10	11	11	12	12	13	13
75%	1	2	2	3	4	5	5	6	7	8	8	9	10	11	11	12	13	14	14	15	16	17	17	18	19	20

- During the suspension period, a student-athlete is expected to practice with the team and be present for all team activities, including games at the discretion of the coach/advisor.
- The coach and/or Athletics & Activities Director/designee have the discretion to restrict a student's continued participation with the team if they determine that it is not in the best interest of the student or team.
- Student-athletes serving any portion of a suspension in a given season must complete the season in good standing. Any portion of game suspensions not able to be mathematically completed during one season will be carried over to the next season in which a student-athlete participates as a percentage of the number of regular season contests in that sports season. Failure to complete a season in good standing will result in any game suspension(s) served (in part or in full) carrying forward the entire suspension to the next season in which the student-athlete participates.
- If the violation occurs when the student-athlete is not currently competing in season, the consequence will be enforced in the next season in which the student-athlete participates.
- A team manager plays an important administrative, communications, and facilitation role on the team and is not designed nor intended to be a role for students to fulfill game suspensions.
- Game suspensions may **NOT** be served while a student is academically ineligible, but will be enforced once the student is academically eligible.
- Game/contest/performance suspensions may not be served while a student is serving an out-of-school suspension.

## **F. Non-Athletic Activities Suspension and Community Commitment Requirement:**

A Code of Conduct violation will result in a student being suspended from representing SDJ in any non-athletic co-curricular activities until all restorative actions and consequences are completed. Activities are defined as competitions, performances, field trips, assemblies, dances, and other activities in which the student participates. This also includes homecoming parades, special ceremonies, school dances, etc. Students are allowed to participate in rehearsals and meetings during their suspension.

\*Participation may not be restricted if an academic grade is dependent on participation, at the discretion of the advisor and/or administration. (e.g. Band/choir/orchestra concert)

### Restorative Action to Team/Community - Character Commitment Hours - CCH

A student who is suspended for Code of Conduct violations must demonstrate a commitment to thinking and acting positively beyond themselves through positive contribution and impact in the school or community. They can do this by completing Character Commitment Hours in order to earn their way back into their selected club. Hours must be completed before they can rejoin their activity. Choosing not to complete CCHs will forfeit any future club participation. (See Table on next page)

#### Tier 1 Consequences:

If the violation is determined to be a code of conduct violation, the consequences for a Tier 1 violation will be, but not limited to, an administrator meeting, a written warning, and five (5) Character Commitment Hours BEFORE returning to their activity. Students are allowed to participate in club meetings and rehearsals during this period.

#### Tier 2 Consequences:

If the violation is determined to be a code of conduct violation the consequences for a Tier 2 violation will be that the student completes 10 Character Commitment Hours BEFORE returning to their activity. Students are allowed to participate in club meetings and rehearsals during this period.

- 1st Tier 2 Violation: The student will complete 10 Character Commitment Hours BEFORE returning to rehearsal and other leadership roles/performance club activities.
- 2nd Tier 2 Violation: The student will complete 20 Character Commitment Hours BEFORE returning to rehearsal & other leadership roles/performance club activities.
- 3rd Tier 3 Violation: The student will complete 40 Character Commitment Hours BEFORE returning to rehearsal & other leadership/performance club activities. Additionally, a student is suspended from participation in leadership roles or competitions/performances for 365 days.

#### Tier 3 Consequences:

If the violation is determined to be a code of conduct violation the consequences for a Tier 3 violation will be that the student completes 40 Character Commitment Hours BEFORE returning to their activity.

The consequences for the first, any, and all **Tier 3** violations are a suspension from participation in leadership roles or competitions/performances for 365 days.

Any subsequent Tier 1, Tier 2, or Tier 3 violations to a Tier 3 violation will be added onto the one year, applied consecutively not concurrently.

- 1st Tier 3 Violation: The student will complete 40 Character Commitment Hours BEFORE returning to rehearsal and other leadership roles/performance club activities.
- 2nd Tier 3 Violation: The student will complete 60 Character Commitment Hours BEFORE returning to rehearsal & other leadership roles/performance club activities.
- 3rd Tier 3 Violation: The student will complete 80 Character Commitment Hours BEFORE returning to rehearsal & other leadership/performance club activities.

Non-Athletic Character Commitment Hours (CCH) Required			
	FIRST TIME	SECOND TIME	THIRD TIME
<b>TIER 1</b>	Suspension From Leadership Positions, Competitions/Performances until completion of 5 CCH	Suspension From Leadership Positions, Competitions/Performances until completion of 5 CCH	Suspension From Leadership Positions, Competitions/Performances until completion of 5 CCH
<b>TIER 2</b>	Suspension From Leadership Positions, Competitions/Performances until completion of 10 CCH	Suspension From Leadership Positions, Competitions/Performances until completion of 20 CCH	365 Day Suspension From Leadership Positions, Competitions/Performances & completion of 40 CCH
<b>TIER 3</b>	365 Day Suspension From Leadership Positions, Competitions/Performances & completion of 40 CCH	365 Day Suspension From Leadership Positions, Competitions/Performances & completion of 60 CCH	365 Day Suspension From Leadership Positions, Competitions/Performances & completion of 80 CCH
Restorative Practices still apply for <u>support</u> in all			

- During the suspension period a student is expected to attend club functions, be present for all club activities including performances, and complete the club activity in good standing.
- The advisor/coach or administration has the discretion to restrict a student's continued participation with the student organization if they determine that it is not in the best interest of the student or organization.
- If the violation occurs when the student is not currently participating in a club/activity, they will still be accountable for the consequences.
- Suspensions may NOT be served while a student is academically ineligible, but will be enforced once the student is academically eligible.
- If a student is currently involved in both a sport and an activity, game suspensions, and activity suspensions will occur concurrently. CCHs count toward fulfilling both athletic game suspension reduction and activity commitment requirements.

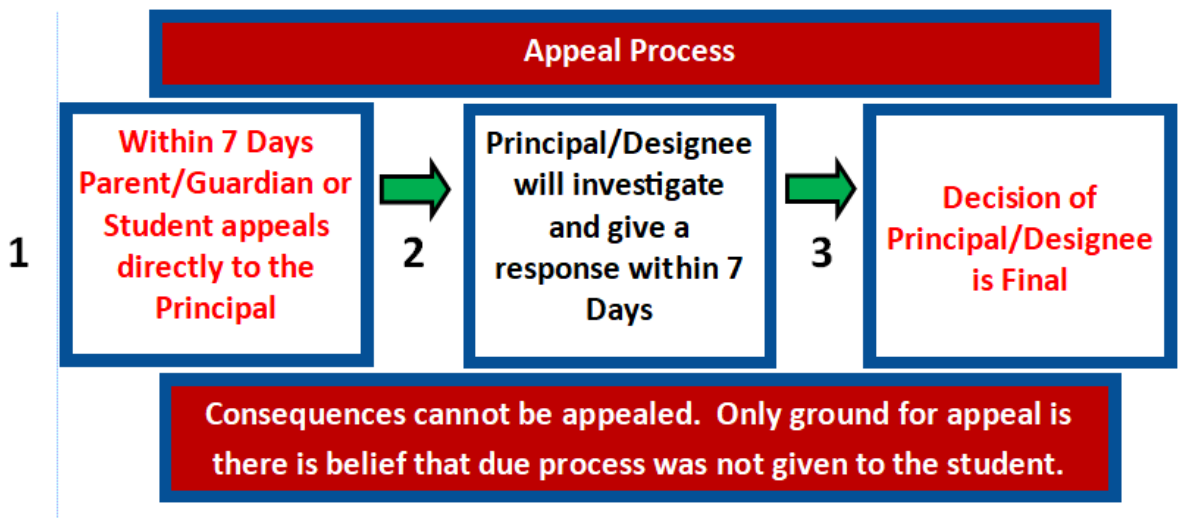
### G. Re-Engagement Process

Once the student has fulfilled the expectations of the game suspension period, including all restorative actions, the student will request a meeting with the Athletics & Activities Director/designee to discuss eligibility and re-engagement with the team/group and re-sign the Athletic and Activities Co-Curricular Code of Conduct in the presence of the coach/advisor, designee, and/or Athletics and Activities Director. The coach/advisor may be part of this meeting and/or may meet with the student separately to review his/her team expectations.

## H. Appeals Process (For both Athletics & Activities)

A parent/guardian and/or student-athlete has seven (7) calendar days after notification of suspension to file an appeal. The review of any appeal will be limited to determine if the process (due process afforded to the student) of the policy was properly followed. During the appeal process, the suspension shall remain in effect unless otherwise directed by the school administration.

A written appeal may be submitted to the Principal/Designee by the student participant and/or his/her parents/guardians within seven (7) calendar days of the student being informed of the disciplinary action by the Athletic Director. The appeal should explain how due process was not afforded to the student-athlete. The Principal/Designee and District Athletic Director will review the appeal and respond in writing within seven (7) calendar days. The decision of the Principal/Designee and District Athletic Director is final.



# I. School District of Janesville Message Regarding Summer Contact Days

Summer Student-Athlete Coach Contact for the School District of Janesville as of June 1, 2025

## Summer Contact Period:

The Wisconsin Interscholastic Athletic Association (WIAA) allows student-athletes to engage with their teammates and coaches from June 1 to June 30, and again from July 7 to July 31. Please note that the sport of football has greater restrictions, with coach contact ending on July 27.

## Understanding Summer Contact:

This is a valuable opportunity for students to develop their individual skills and strengthen team bonds with the guidance of their coaches. Participation in strength training programs, camps, clinics, leagues, and skill sessions hosted at our schools is highly encouraged as they help athletes prepare for the upcoming competitive season.

## What Summer Contact Is Not:

While there may be evaluations, position assignments, and team strategy discussions, these sessions are not season tryouts, nor are they required for athletes to maintain eligibility for the competitive season. Attendance on contact days is entirely optional.

## Is Attendance Recorded?

Yes, attendance will be tracked for two key reasons: 1. To monitor who is on campus and ensure student safety. 2. To manage potential burnout and fatigue, as this is the first summer with increased WIAA contact regulations.

## Are Coaches Compensated for Summer Coaching?

No, our coaches are volunteering their time during the summer months to support the development of our student-athletes.

## What Should Student-Athletes Consider About Summer Contact Days?

It's important for student-athletes to prioritize rest, hydration, regular strength training, and nutrition. If students have summer jobs, family obligations, or vacations planned, we encourage them to balance these commitments thoughtfully. While attendance at every session for every sport is not expected, maintaining good health and consistent communication with both family and coaches is key.

## What Should Parents Keep in Mind About Summer Contact Days?

Parents play a critical role in supporting their child's summer experience. Encouraging your child to maintain healthy habits like getting adequate sleep, staying hydrated, and attending strength training sessions regularly is essential. We also encourage you to support family vacations and summer jobs, while fostering open discussions about the importance of balancing rest and activity.

## Key Takeaways:

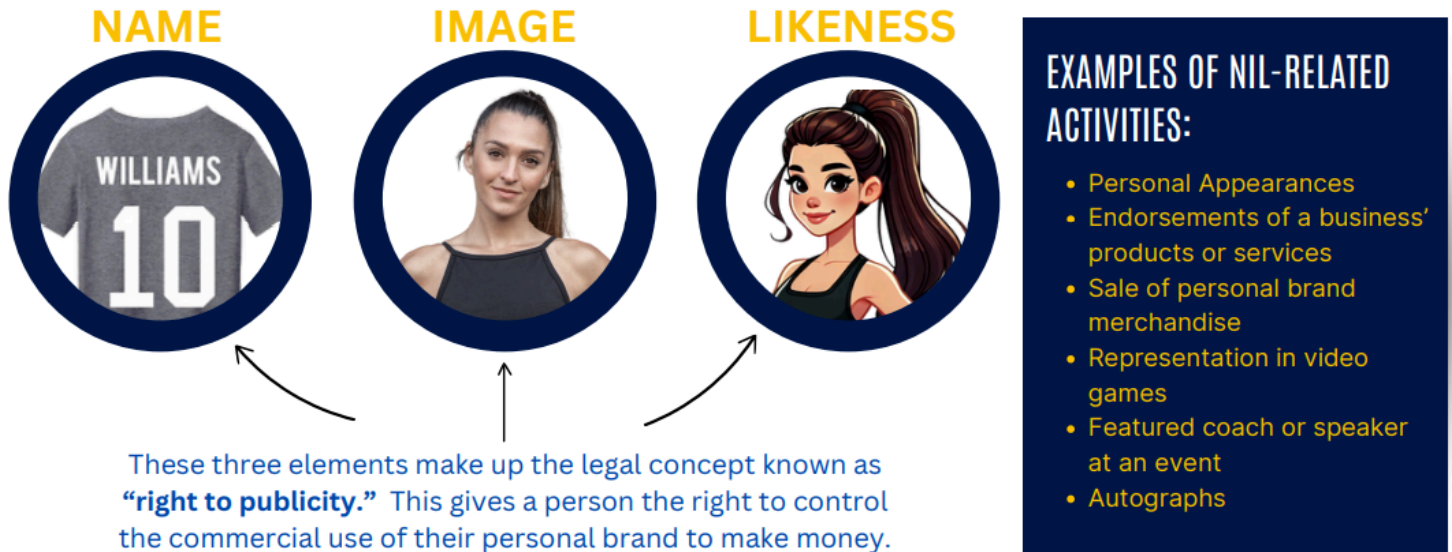
Summer contact days offer an excellent opportunity for student-athletes to improve their skills, build relationships with teammates, and stay engaged in the sport. Participation in these sessions is valuable for personal development, but it's important to focus on meaningful participation rather than trying to attend every session. If other commitments make full attendance challenging, that's okay! Your overall well-being—mentally, physically, and emotionally—is our priority, and we've worked to create a summer schedule that minimizes conflicts as much as possible.

## Best Practices &amp; Alignment with WIAA Name, Image &amp; Likeness Policies

**What is the deal with NIL?**

In April 2025, the WIAA and all member schools, including both Craig and Parker High Schools, officially adopted an NIL policy. Wisconsin joins over 37 other states in governing NIL opportunities for student-athletes. This simply means students can operate their Name, Image, and Likeness for profit, but with some restrictions.

## What does “Name, Image and Likeness” mean?

**What is the WIAA NIL Policy?** [NIL Compliance Flyer](#)

A student-athlete can monetize their NIL with some restrictions. Compliance requires these boundaries.

- 1) NIL Activities cannot be related to your school, your conference, your team or the WIAA.
- 2) Compensation must **not** be related to game performances.
- 3) Market and sell branded merchandise (see #1 above)
- 4) Get paid to work at a camp or clinic as an instructor.
- 5) Build a brand website.
- 6) Endorse products/businesses aligned with WIAA policy
- 7) Appear in advertisements (see #1 above)
- 8) Students cannot miss school or team activities to participate in NIL activities.

**Will NIL impact High School sports as it has the NCAA?** [WIAA v NCAA](#)

It is unlikely that there will be any major impact. The WIAA has widely known and enforced transfer rules that are restrictive to student transfer. The NCAA suffers from a combination of both very liberal transfer and NIL rules.

**Where can I learn more about NIL?** [WIAA on NIL](#)

The WIAA is continually updating its website as Wisconsin works to understand and enforce the new policy.

**SDJ Policies / Key Takeaways:** The following are clear violations of the policy and will result in loss of eligibility.

- \* A student cannot use any school facility, uniforms or equipment for NIL purposes.
- \* No school or school team can benefit from a student-athlete’s NIL deal.
- \* Within 10 days of entering into an NIL deal, a student/parent must notify their school AD of the agreement details.
- \* Compensation must NOT be provided by a collective: booster club, Go Fund Me, alumni donor, etc.