

SALEM LIONS STUDENT-ATHLETE HANDBOOK

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SALEM HIGH SCHOOL & MIDDLE SCHOOL ATHLETIC HANDBOOK

MESSAGE FROM SALEM ATHLETIC DEPARTMENT

It is my pleasure to welcome you to Salem High/Middle School Athletics. We are proud of our student-athletes and we look forward to the P.R.I.D.E. that you will bring to our programs. This Student-Athlete Handbook has been developed to assist in better understanding the goals and objectives of the Athletic Department. It will also provide useful information to help you navigate school life in general, and, more specifically, in your role as a student-athlete. I encourage you to seek advice and input from your coach, as well as upper class student-athletes. These are additional resources that can help you to get the most out of your academic and athletic experience. We are proud to welcome you to our program and wish you all the best for continuing success in both academics and athletics. If you have additional questions please contact the Athletic Office at 812-883-3904.

*Sincerely,
Hank Weedin, CAA
Athletic Director*



ATHLETIC DEPARTMENT STAFF

ATHLETIC DIRECTOR:
Hank Weedin, CAA
700 N. Harrison St
Salem, Indiana 47167
(812) 883-3904
(812) 883-3905 Fax
hweedin@salemschools.us

ATHLETIC ADMINISTRATIVE ASSISTANT
Julie Snider
700 N. Harrison St.
Salem, Indiana 47167
(812) 883-3904
(812) 883-3905 Fax
jsnider@salemschools.us

MS ACTIVITIES DIRECTOR:
Seth Purlee
(812) 883-3904
spurlee@salemschools.us

SALEM HIGH SCHOOL COLORS

BLACK and GOLD



SALEM HIGH SCHOOL SCHOOL SONG

Take the team right down the floor/field
Show that Salem's here
We're gonna set the gym/field reverberating
With our mighty cheer rah, rah, rah
Make some baskets/touchdowns then hear us roar
Just don't let _____ score!
Hail, hail the gang's all here to win this game tonight
Trumpets: "GO LIONS GO"
Trumpets: "FIGHT LIONS FIGHT"
Here's our team, no doubt about it
Victory's in sight
We're gonna win this game and then we'll shout it
Salem always fights...FIGHT, FIGHT, FIGHT
Boost the scoreboard, then hear us roar
Just don't let _____ score
Hail, hail the gang's all here to win this game tonight
S-A-L-E-M L-I-O-N-S

SALEM LIONS BEST

I. PURPOSE

This handbook is designed to explain the rules, regulations and policies relative to participation in athletics at Salem High/Middle School. **It is a privilege, not a right, to participate in interscholastic athletics.** With this privilege, the student athlete is expected to conform to the high standards of the athletic program. This privilege may be revoked if the athlete fails or refuses to comply with the spirit of the rules, policies, and procedures. Authority for the conduct of athletics in Indiana is governed by the Indiana High School Athletic Association (IHSAA) via the principals of member schools. The principal is assisted by the athletic directors and head coaches. As stated in the IHSAA Bylaws: *any school may establish their own set of guidelines above and beyond those set by the state.* The athletic department and administration need and depend on parent/guardian help and cooperation to aid coaches and athletic directors in promoting a successful athletic program. Your support of Salem High/Middle School athletics is appreciated. Any student or parent seeking information may contact the high school athletic office at 883-3904.

II. MISSION STATEMENT

The mission of the Salem High/Middle School athletic department is set on developing a high level of competition without losing sight of educational values such as sportsmanship, academic achievement, leadership, and a strong sense of respect for self and others.

III. ATHLETIC TRADITION

The school and community are very proud of the athletic history and tradition of the Salem Lions. The Salem High School athletic program reflects the school's overall commitment to excellence. Our athletes have won numerous County, Conference, Sectional, Regional, and Semi-State honors individually and as teams. A number of student-athletes have earned All-Conference honors and received other statewide recognition. Salem also takes pride in the number of student-athletes who have excelled in the classroom to earn Academic honors. In addition, many Salem student-athletes have gone on to participate at the collegiate level.

IV. ATHLETIC DEPARTMENT OVERVIEW

ATHLETIC PROGRAM PROFILE

Salem High School supports 19 varsity sports, cheerleading team, and team managers, statisticians, and videographers. Salem (1958) is a charter member of the **Mid-Southern Conference (MSC)**. Members are Austin (1958), Brownstown Central (1965), Charlestown

(1958), Corydon (1958), Eastern (2003), North Harrison (1978), Scottsburg (1958), and Silver Creek (1958). We are currently classified as a 3A school.

ATHLETIC PROGRAMS OFFERED

Fall Season:	Boys Sports- Football, Cross Country, Tennis, Soccer(HS) Girls Sports- Volleyball, Cross Country, Golf, Soccer(HS), Cheerleading/Dance
Winter Season:	Boys Sports- Basketball, Wrestling, Swimming Girls Sports- Basketball, Swimming, Wrestling, Cheerleading/Dance
Spring Season:	Boys Sports- Baseball(HS), Track & Field, Golf Girls Sports- Softball(HS), Track & Field, Tennis

IHSAA STUDENT-ATHLETE HANDBOOK GUIDELINES

The eligibility rules which apply to athletic participants at Salem High/Middle School are in two categories: One set of regulations is set forth by the IHSAA of which Salem High School is a voluntary member. The other set of regulations is set forth by the administration and the athletic department of Salem High/Middle School.

IHSAA PARTICIPATION RULES

AMATEUR STANDING—IHSAA RULE C-3-11

YOU ARE INELIGIBLE IF:

1. AGE:

- If you are 20 prior to or on the scheduled date of the IHSAA state finals of the sport in which you are participating.

2. Amateurism:

- If you participate under an assumed name
- If you accept money or merchandise directly or indirectly for athletic participation
- If you signed a professional contract in that sport

3. Awards, Gifts:

- If you receive, in recognition of athletic ability, any award not approved by your high school principal or IHSAA

- If you receive or accept any merchandise as an award, prize, or gift, or loan to purchase such as for a token sum.
- If you accept awards, medals, recognitions, gifts or honors from colleges, universities, or alumni.

DURING AUTHORIZED CONTEST SEASON:

INDIVIDUAL SPORTS:

(Cross Country, Golf, Gymnastics, Swimming, Tennis, Track, Wrestling)

a. Participation in organized non-school sports competition during the authorized contest season, including the IHSAA tournament series, in that sport shall cause such students to become ineligible for their school team in that sport for a period not to exceed 365 days as determined by the Commissioner, unless an outstanding student-athlete waiver for said competition is approved by the coach and principal and is on file in the principal's office. A maximum of two waivers may be granted during a contest season.

b. Student-athletes may receive private lessons so long as:

- (1) they are not mandated, scheduled or paid for by the school;
- (2) no school practices or competitions are missed; and
- (3) No student from another school is participating in the lesson.

c. An outstanding student-athlete may participate as an individual during the authorized contest season of a sport, without loss of interschool eligibility, provided the following criteria are met:

- (1) A completed waiver application form signed by the parent, coach and principal is forwarded to the Commissioner several days prior to the event and approved by the Commissioner;
- (2) Certification by State, National or International non-school organization verifying the student's qualification(s);
- (3) Arrangements to complete academic lessons, assignments, test(s), etc. is made in advance
- (4) Student may not miss an Association sponsored tournament series or school contest for which he/she is eligible. (It is the philosophy of this Association that students owe loyalty to their school and team.)
- (5) Student and parent agrees to not accept, directly or indirectly, any awards, gifts, trips, merchandise, etc. which would violate ISHAA Rule 5 (Amateurism) or Rule 6 (Awards, Prizes, Gifts).

d. Participation of students in an organized athletic competition with or against athletes not belonging to their school counts as one of contests for that season for that student. An organized "scrimmage" or practice with or against athletes not belonging to their school counts as one of the contests for that season for that student. The following situations are not considered a violation of the rule:

- (1) When a school does not have a team, individual students may practice with another school's team under the supervision of the other school's coach provided a written

agreement, signed by both principals, is on file in the IHSAA office. Students may only compete in contests representing the school they are attending;

- (2) Student-athletes may practice in the same facility with athletes from other schools so long as they are doing their own workout under the direct supervision and instruction of their own coach
- (3) A student-athlete may work out on their own in the presence of other athletes so long as the other athletes have not yet reached the ninth grade.

e. Students who participate in an interschool contest when ineligible, other than in scholarship, too many events or similar oversights, become ineligible only in that sport for a time period not to exceed 365 days to be determined by the Commissioner or his designee. When facts are purposely withheld or misrepresented, students become ineligible in all sports for the remainder of their semester and all of their next semester in school unless the school takes appropriate action as determined by the commissioner.

f. Students may not participate in try-outs or demonstrations of athletic ability as a prospective college student-athlete.

g. An ineligible student may practice with the team, but only at home in regular practices. The ineligible student may not appear in an athletic uniform at an interschool contest.

TEAM SPORTS:

(Baseball, Basketball, Football, Soccer, Softball, and Volleyball)

a. Participation in organized non-school sports competition during the authorized contest season, including the IHSAA tournament series, in that sport shall cause such students to become ineligible for their school team in that sport for a period not to exceed 365 days as determined by the Commissioner, unless an outstanding student-athlete waiver for said competition is approved by the coach and principal and is on file in the principal's office. A maximum of two waivers may be granted during a contest season.

b. Student-athletes may receive private lessons so long as:

- (1) they are not mandated, scheduled or paid for by the school;
- (2) no school practices or competitions are missed; and
- (3) no student from another school is participation in the lesson

c. Participation of students in an organized athletic competition with or against athletes not belonging to their school constitutes a game. An organized "scrimmage" or practice with or against athletes not belonging to their school is considered a game.

d. Students who participate in an interschool contest when ineligible other than in scholarship, too many other events or similar oversights, become ineligible only in that sport for a time period not to exceed 365 days to be determined by the Commissioner or his designee. When facts are purposely withheld or misrepresented, students become ineligible in all sports for the remainder of the semester and all of their next semester in school unless the school takes appropriate action as determined by the Commissioner.

e. Coaches of grades 9-12 may not coach organized non-school sports competitions during the authorized contest in that sport in grades 9-12.

f. Students may not participate in try-outs or demonstrations of athletic ability as a prospective college student-athlete.

g. An ineligible student may practice with the team, but only at home in regular practice. The ineligible student may not appear in an athletic uniform at an interschool contest.

CAMPS

- a.** Students may attend during non-school time provided the following standards are met:
1. Attendance is limited to non-school time unless camp is a verified Olympic development camp.
 2. Fees, if charged, must be provided solely by the student, parent, or guardian except for underprivileged students. No school or athletic funds shall be used for such events.
 3. No school-owned uniforms (jerseys, shirts, shorts, pants, singlet's or swimsuits, etc.) shall be worn by the student.
 4. No more than three students in basketball and volleyball, five students in baseball and softball, or six students in football and soccer who have participated in a contest the previous year as a member of one of their school teams in that sport may participate on the same team in that sport may participate on the same team or in the same work station or drill at the same time. All workstations or drills held independent of each other and may not be integrated to simulate a game.

CLINICS

- a.** Students may not attend student clinics.
- b.** Students may participate for demonstration purposes in clinics held only within the State of Indiana when their coach is a presenter. Such is considered a practice.
- c.** Students may attend all clinics other than student-clinics as an observer.

DURING SCHOOL YEAR (OUT OF SEASON)

INDIVIDUAL SPORTS

(Cross Country, Golf, Gymnastics, Tennis, Track, Wrestling)

- a.** Students may participate in non-school contests as individuals or as members of a non-school team in non-school contests.
- b.** Coaches, from a member school coaching staff, may coach students in that sport if NOT under the organization, supervision, and operation of the member school.
- c.** Member schools may not organize, supervise, or operate athletic practices or interschool athletic contests.
- d.** Member schools may not provide school-owned uniforms (jerseys, shirts, shorts, pants, singlet's, or swimsuits, etc.) worn by the student in non-school contests.

TEAM SPORTS

(Baseball, Basketball, Football, Soccer, Softball, and Volleyball)

a. Students may participate in team sport contests as members who have participated in a contest the previous season (as a member of one of their school teams in the sport they are rostered) or the same non-school team, at the same time.

Baseball/Softball=5, Football=6, Basketball = 3, Soccer = 7, Volleyball = 3

The following standards also must be met:

- (1) Attendance is limited to non-school time. Fees, if charged, must be provided solely by the student, parent or guardian. No school or athletic funds shall be used for such when students of grades 9 – 12 are involved.
- (2) Participation shall be open to all students.
- (3) Merchandise and awards, other than those of symbolic value, may NOT be accepted for athletic proficiency. Student must remain an amateur.

b. Students may not receive instruction from individuals who are members of their high school coaching staff.

c. Coaches, from a member school coaching staff, may not instruct students who have participated in a contest as a member of their school's team. (Exception: Coaches may instruct their sons or daughters.)

d. Member schools may not organize, supervise or operate athletic practices.

e. Member schools may not provide school-owned uniforms (shorts, pants, singlets, or swimsuits, etc.) worn by the students in non-school contests.

CAMPS

a. Students may attend during non-school time provided the following standards are met.

- (1) Attendance is limited to non-school time unless camp is a verified Olympic development camp.
- (2) Fees, if charged, must be provided solely by the student, parent or guardian except for underprivileged students. No school or athletic funds shall be used for such.
- (3) No school-owned uniforms (jerseys, shirts, shorts, pants, singlet's, or swimsuits, etc.) shall be worn by the student.
- (4) No more than three students in basketball and volleyball, five students in baseball and softball, or six students in football and soccer who have participated in a contest the previous year as a member of one of their school teams in that sport may participate on the same team or in the same work station or drill at the same time. All work stations or drills must be held independent of each other and may not be integrated to simulate a game.
- (5) Member schools may not organize, supervise or operate school- sponsored camps; however, schools may rent or lease their facilities to non-school sponsors.
- (6) Coaches from a member school coaching staff may not instruct students who have participated in a contest as a member of their school's team in the sport.
- (7) Competition must be limited to intra-camp practices, contest and instruction.
- (8) Merchandise and awards, other than those of symbolic value may NOT be accepted for athletic proficiency. Student must remain an amateur.
- (9) Length of attendance is unlimited.
- (10) Seniors or graduates who plan to attend should check with appropriate college rules and regulations recruiting before participation.

CONDITIONING PROGRAMS:

Program designed for and limited to activities, which promote physical fitness and exclude game drills. Examples of permissible activities are weight lifting, running, and aerobic exercising. Specific equipment related to a particular sport (i.e. balls, goals, nets, etc.) shall not be used.

- a. Students may participate in a conditioning program at the member school;
- b. Member schools may operate a conditioning program.
- c. Member schools' coaches may supervise the program provided;
 - (1) the program is open to all students of that member school;
 - (2) attendance and participation are voluntary and not required by the member school coaches for membership on a team;
 - (3) specific equipment related to a particular sport (i.e. balls, goals, nets, etc.) shall not be used.

OPEN FACILITY/LIMITED CONTACT PROGRAMS:

During the School Year Out-of-Season a student who participates in Team or Individual Sports may participate in a Limited Contact Program; a Limited Contact Program is a program in which the use of the School's gymnasium, playing field or other school facilities is open only to students who attends the School, or a Feeder School of the School sponsoring the program, is open to all such students and participation is on a voluntary basis.

- a. Limited Contact Program sessions for Team and Individual Sports may be conducted a maximum of Two (2) times per week for a maximum of Two (2) hours per session.
- b. At a Limited Contact Program session, a Member School Team Sports coach may supervise the programs, communicate with students, offer instruction and work directly with all outof-season athletes, may use all equipment related to the sports, i.e. balls, goals, nets, etc., except that in football no protective equipment such as a helmet, shoulder pads, padding or a girdle may be use, provided that:
 - (1.) the program must be open to all students of the member School;
 - (2.) attendance and participation must be voluntary and not required by the member School coach for membership on a particular sports team, and
 - (3.) participation in a Limited Contact Program session by a student is limited to the following periods of time; FALL – Week 9 thru Week 15, WINTER – Week 23 thru Week 31, Spring – Week 40 thru Week 45.
- c. Exception: Students in Sports who participate in a Limited Contact Program which immediately precedes that Sports' season may continue to participate in the Limited Contact Program until that Sports' first official practice date, i.e. a girls basketball player participating in the Fall Season Limited Contact Program may continue participation in the Limited Contact Program until the first official practice day for girls basketball.

DURING SUMMER:

Whether summer athletic activities are sponsored by a member school or non-school

organization, students may participate so long as:

- a. Participation is voluntary;
- b. Merchandise and awards, other than those of symbolic value, may NOT be accepted for athletic proficiency. Students must remain an amateur.

CAMPS AND CLINICS:

Students may participate in non-school sponsored camps provided the following standards are met.

- a. Attendance is limited to non-school time.
- b. The student, parent or guardian except for underprivileged students, if charged, must provide fees. No school or athletic funds shall be used for such.
- c. No school-owned uniforms (jerseys, shirts, shorts, pants, singlets, or swim suits, etc.) shall be worn by the student.
- d. Merchandise and awards, other than those of symbolic value, may not be accepted for athletic proficiency. Student must remain an amateur.
- e. Length of attendance is unlimited.
- f. For football camps there shall be no full contact and protective equipment is limited to helmet, shoes, shoulder pads and mouthpieces.
- g. Seniors or graduates who plan to attend should check with appropriate college rules and regulations regarding recruiting before participating.
- h. For all school sponsored camps and clinics and non-school sponsored camps and clinics for fall sports, attendance must be terminated prior to Monday, Week 4. For non-school sponsored camps and clinics in other sports, attendance must be terminated prior to Monday, Week 5. (See IHSAA calendar for week numbers.)

Moratorium:

Each member school is required one IHSAA calendar week (IHSAA Calendar week 1 – week of the 4th of July) when there will be no athletic activities, including conditioning, conducted.

During this seven day period, there shall be no contact between athletes and coaches.



“It is not the critic who counts; not the man who points out how the strong man stumbles, or where the doer of deeds could have done them better. The credit belongs to the man who is actually in the arena, whose face is marred by dust and sweat and blood, who strives valiantly; who errs and comes short again and again; because there is not effort without error and shortcomings; but who does actually strive to do the deed; who knows the great enthusiasm, the great devotion, who spends himself in a worthy cause, who at the best knows in the end the triumph of high achievement and who at the worst, if he fails, at least he fails while daring greatly. So that his place shall never be with those cold and timid souls who know neither victory nor defeat.”

~TEDDY ROOSEVELT~

SALEM HIGH/MIDDLE SCHOOL ATHLETIC GUIDELINES:

ACADEMICS:

Your first responsibility as a student athlete is to be a great student. Scholastic Eligibility for all students participating in any extracurricular activities shall be as follows:

1. Earn 5 credits - Students must have received 5 full credits at the end of their last grading period. (Semester grade takes precedence)
2. Credit Requirements - Students must maintain the proper number of credits necessary to be promoted to the next grade level. (Soph. 10+, Junior 18+, Senior 26+)
3. 2.0 Grade point average - Students participating in extracurricular activities will be required to maintain a 2.0 GPA at the end of each grading period. If a student's GPA falls below 2.0 he/she will be placed on "academic probation". A student is eligible to participate while on academic probation.

ACTIVITY CONFLICTS:

Where sports or other school activity conflicts occur, the following policy will apply:

1. The "performance," i.e., the athletic game or meet, concert or contest in music has priority over practice or extra rehearsal. In the event a practice, extra rehearsal, or even final dress rehearsal is scheduled at the same time an athletic game or meet occurs in which the student is participating, the game or meet has priority and the music member is excused without penalty. Conversely, in the event the music "performance" conflicts with an athletic practice, the "performance" takes priority and non-participation will not result in a penalty.
2. In the event the practice occurs at the same time in both music and sports, the practice time shall be divided equally between the two activities. The two parties involved can work out a mutual agreement to trade off every other day in having the athlete involved.
3. In the event a music performance conflicts with a game, both scheduled at the same time the student is permitted a choice without penalty. If this causes a problem, the high school principal will act as arbitrator.

WHAT MUST BE DONE BEFORE YOUR FIRST PRACTICE

The following forms must be completed and on file in the Athletic Office before an athlete can practice:

1. IHSA Physical form must be completed by licensed doctor/nurse practitioner and parent/guardian prior to 1st day of practice. Physicals dated April 1st or after are good for the entirety of the following school year.
2. Concussion and Sudden Cardiac Arrest Form must be signed. These are found on FinalForms.

3. Drug Consent form is also found on FinalForms.
4. Each athlete must have a FinalForms account and both the parent/guardian and athlete must complete all parts.
5. Athlete and Parent must have signed Athletic Handbook on FinalForms.

SUBSTANCE ABUSE/ALCOHOL/TOBACCO POLICY FOR ATHLETES

Because all students must be considered as potential athletes, this policy applies to all students in Salem High/Middle School.

Participation in athletics is a privilege. Violation of the Salem High/Middle School Athletic Policy could result in suspension of that privilege. The following consequences address tobacco, alcoholic beverages, drugs, and special cases, regarding unacceptable conduct by any student associated with the athletic program at Salem High/Middle School during their high school career.

IMPORTANT NOTE: Before participating in a sport, the student must have a drug testing consent form signed and on file in the main office.

A. Tobacco - a participant knowingly possessing, using or transmitting tobacco or e-cigs in any form is subject to the following procedure. The penalties for these offenses are:

- 1. First Offense** - 10% of the present season or if not currently involved in a sport, 10% of the following season.
- 2. Second Offense** - Suspension for 50% of season. This penalty may be reduced to 25% of the season if the athlete participates in a tobacco cessation program.
- 3. Third Offense** - Suspension from athletics for full season. This penalty may be reduced to 50% of the season if the athlete participates in a tobacco cessation program.

Determination for all of the above will be as stated in Section E

B. Drugs and/or Alcohol - A participant knowingly possessing, using, transmitting, or being under the influence of any illegal drug (as defined in the Indiana Controlled Substances Act) and/or alcohol is subject to the following procedure. The penalties for these offenses are:

1. First Offense – (Option A) Suspension from that athletic sport for half of the present season or if not involved in a sport at that time, half of the following season. This penalty may be reduced to 25% of the season if the athlete participates in an alcohol/drug abuse treatment program.

(Option B) An athlete on first offense can choose to reduce the 25% suspension into a 10% suspension by following the criteria below:

- a) Enroll and complete drug/alcohol treatment class/program.
- b) Attend 3 drug/alcohol treatment counseling sessions.
- c) Request to be placed on the monthly drug testing program for one calendar year (excluding summer).

All expenses for classes/counseling/testing will be paid by student-athlete (parent/guardian).

Any further issues concerning alcohol, drugs, and/or tobacco within a year of the first offense will result in an immediate 365 day suspension from athletic events. After 365 day suspension the student-athlete would then be put back into the original policy and would follow the steps below (Second Offense, Third Offense).

2. Second Offense - Suspension from all athletic sports for one calendar year. This penalty may be reduced to 50% of the season if the athlete participates in a drug and/or alcohol treatment program.

3. Third Offense - Suspension from all athletic sports for that person's high school career, or one calendar year, if the athlete participates in a drug and/or alcohol treatment program.

Determination of the above will be as stated in Section E.

Note: If an athlete should find himself/herself in attendance at a function where alcohol and/or drugs is/are served or consumed in violation of the law, the athlete should leave immediately. By doing so, the athlete will not be guilty of violating this rule. If the athlete does not have transportation to leave, the athlete should call the following for transportation: 1) Parents/Guardians 2) a Head Coach 3) An Assistant Coach 4) Athletic Director 5) Principal.

Note: If the offense occurs at a time in the season when the full time of suspension cannot be served, the remainder will be served in the following season. (Applies to Tobacco/Alcohol/Drugs for each offense)

Note: A "season" consists of the entire regular season contest plus one contest in the IHSAA Tourney.

Example:

Basketball – 22 regular season games
 +1 IHSAA Tourney game
 23 total ($23 \times \frac{1}{4} = 5 \frac{3}{4}$ games)

If the suspension is to be served during a following season, it must be served in a sport in which the athlete has previously participated unless agreed upon by the "new" sport coach. The athlete must complete the season in good standing according to the coach's normal team expectations. If the athlete fails to complete in good standing, the suspension holds for the next upcoming season.

The length of the suspension is the number of games it takes to play 10% / 25% / 50% of the varsity schedule (depending on level of suspension) or at the highest level that he/she participates.

D. Theft - theft or any other act constituting a crime as defined by the Indiana Penal Code is a violation of this policy. The penalty can range from a game suspension to as much as the remainder of the high school career.

E. All cases will be acted upon by the principal, athletic director, and coach whose season is involved. In all cases, the principal is the person ultimately responsible for carrying out the athletic policy at Salem High/Middle School.

F. Out of Season - If it is verified that any student associated with the athletic program has committed violation A, B, C or D when not participating in a sport, he/she will be charged with the appropriate consequence. This consequence will be effective during his/her next sport season.

G. Loss of Awards/Points - Any participant suspended from the athletic program for a sport season or longer will be ineligible for any awards/points during the time of suspension. This includes the sport in which the suspension is instituted.

H. Cheerleaders - Cheerleading is considered to be a one sport season for the entire school year. There are no two sport seasons in cheerleading.

I. Review and appeal of action for an athlete and parent/guardian.

Step 1: Hearing before A) head coach of sport in which alleged offender is participating. B) athletic director, and C) principal. The alleged violation will be reported orally or in writing. The athlete and parent/guardian may question any witnesses and present arguments on their behalf with regard to the alleged violation.

Step 2: The athletic director shall write a letter to the parent/guardian of the athlete informing them of the penalty.

J. School suspension - Students on any form of suspension may not participate in athletic contest while on suspension. Out of school suspension will prohibit any type of involvement in any athletic activity. Out of school suspension will result in a minimum of 2 game suspension. ISS/OSA will result in a minimum of 1 game suspension (in season only) Anyone who is involved in disciplinary actions other than A, B, or C outside of the season will be dealt with directly by the athletic director.

IMPORTANT NOTE: This Athletic Policy has been submitted to the Washington County Probation Officer and the Washington County Juvenile Court. These authorities may use this Athletic Policy and impose the penalties herein.

EXTRA-CURRICULAR AND DRUG TESTING POLICY

Salem Community Schools has a strong commitment to the health, safety, and welfare of its students. Our commitment to maintaining the extracurricular activities in Salem Community Schools as a safe and secure educational environment requires a clear policy and supportive programs relating to detection, treatment, and prevention of substance abuse by students involved in extracurricular activities.

The purpose of this program is three fold: 1) to provide for the health and safety of students; 2) to undermine the effects of peer pressure by providing a legitimate reason for students to refuse to use illegal drugs; and 3) to encourage students who use drugs to participate in drug treatment programs. Students involved in extracurricular activities need to be exemplary in the eyes of the community and other students. It is further the purpose of this program to prevent students from driving to and from school or participating in extracurricular activities while he/she has drug residues in his/her body, and it is the purpose of this program to educate, help, and direct students away from drug and alcohol abuse and toward a healthy and drug free lifestyle.

Participation in co-curricular and extracurricular activities is a privilege. This policy applies to all Salem Community Schools students in grades 6-12 who wish to participate in co-curricular and extracurricular activities that are listed below:

- 1) Athletics. (Participants include, but are not limited to, athletes, cheerleaders, managers, and other athletic student personnel).

HAZING AND HARASSMENT

Purpose - The purpose of this policy is to maintain a safe learning environment that is free from hazing from students and staff members. Hazing activities of any type are inconsistent with the educational goals of the school district and are prohibited at all times.

General Statement of Policy -

- *No student, teacher, administrator or other school district employee, contractor or volunteer shall plan, direct, encourage, aid or engage in hazing.
- *No student, teacher, administrator or other school district employee, contractor or volunteer shall permit, condone or tolerate hazing.
- *Apparent permission or consent by a person being hazed does not lessen the prohibitions contained in this policy.

*A person who engages in an act that violates school policy or law in order to be initiated into or affiliated with a student organization shall be subject to discipline for that act.

*This policy applies to hazing behavior that occurs on or off school property and during and after school hours.

*The school district will act to investigate all complaints of hazing and will discipline or take appropriate action against any student, teacher, administrator or other school district employee, contractor or volunteer who is found to have violated this policy.

Definitions

"Hazing," means committing an act against a student, or coercing a student into committing an act, that creates a substantial risk of harm to a person, in order for the student to be initiated into or affiliated with a student organization, or for any other purpose. The term hazing includes, but is not limited to:

- 1) Any type of physical brutality such as whipping, beating, striking, branding, electronic shocking or placing a harmful substance on the body.
- 2) Any type of physical activity such as sleep deprivation, exposure to weather, confinement in a restricted area, calisthenics or other activity that subjects the student to an unreasonable risk of harm or that adversely affects the mental or physical health or safety of the student.
- 3) Any activity involving the consumption of any alcoholic beverage, drug, tobacco product or any other food, liquid, or substance that subjects the student to an unreasonable risk of harm or that adversely affects the mental or physical health or safety of the student.
- 4) Any activity that intimidates or threatens the student with ostracism, that subjects a student to extreme mental stress, embarrassment, shame or humiliation that adversely affects the mental health or dignity of the student or discourages the student from remaining in school.
- 5) Any activity that causes or requires the student to perform a task that involves violation of state or federal law or of school district policies or regulations.

"Student organization," means a group, club or organization having students as its primary members or participants. It includes grade levels, classes, teams, activities or particular school events. A student organization does not have to be an official school organization to come within the terms of this definition.

Reporting Procedures

Any person who believes he or she has been the victim of hazing or any person with knowledge or belief of conduct which may constitute hazing shall report the alleged acts immediately to an appropriate school district official designated by this policy.

The building principal is the person responsible for receiving reports of hazing at the building level. Any person may report hazing directly to a school district human rights officer or to the superintendent.

Teachers, administrators, other school district employees as well as contractors and volunteers

shall be particularly alert to possible situations, circumstances or events that might include hazing. Any such person who receives a report of, observes, or has other knowledge or belief of conduct which may constitute hazing shall inform the building principal immediately.

Submission of a good faith complaint or report of hazing will not affect the complainant or reporter's future employment, grades or work assignments.

LETTERING

SPORT	LETTERING POLICY
Baseball	(1) Appearing in 5 varsity games.
Basketball (B/G)	(1) Athletes must have participated in 50%
Cheer	(1) Meet the individual requirements of the sport; (2) Must have cheered at the varsity level during season.
XC (B/G)	(1) Participate in 50% of all meets; (2) Be one of the top 7 runners in 25% of all the meets; (3) Making Conference and Sectional roster could be basis for lettering depending on attendance, participation and coach's discretion.
Football	(1) Play in 50% of the games.
Golf (B/G)	(1) Play in 75% of the matches.
Soccer (B/G)	(1) Attend 90% of in-season practices; (2) Participate in 70% of games; (3) Attend/Dress out in 85% of games; (4) Be an active part of the team's success (practices, games, on the bench)
Softball	(1) Participates in at least 50% of the games.
Swimming (B/G)	(1) Must attend practices and every meet; (2) Must earn 50 Points
Track (B/G)	(1) Participate in at least 60% of the varsity meets and average 1 pt per meet; (2) If athlete participates in track for 4 years and does not earn a varsity letter they will receive their 4 th year.
Volleyball	(1) Appeared in varsity contest.
Wrestling	(1) Compete in 50% of all meets or place in top 3 in conference or sectional meets.
Managers	Earn a varsity letter as long as they attend practices and contests and performed their required duties to the satisfaction of the coaching staff.

OVERALL ATHLETIC REQUIREMENTS FOR LETTERING

*Athletes must finish the season in good standing to be eligible for a varsity letter.
*An athlete that was injured may receive a letter if the athlete would have met the requirements.
*Any senior who has been a part of the program for 4 years may receive a letter at the coach's discretion.
*Athletes who coaches deem as an integral part of improving the varsity team but may not have reached the required minimums of playing time may be awarded varsity letter with

administrative approval.

*Coaches and AD reserve the right to make final decisions regarding lettering.

CERTIFICATES

Awarded at Freshman/C-team, JV and Varsity levels.

VARSITY LETTERS

1st Varsity Letter = 6" Letter

2nd Varsity Letter = 8" Letter

3rd Varsity Letter = Windbreaker

INSERTS

Athlete receives insert for each varsity letter earned in respective sport.

PARTICIPATION AWARDS

1st Participation = Numerals

4th Year Participation in same sport = 4 Year Plaque.

CHAMPIONSHIP PATCHES

Athletes are eligible to order individual or team championship patches for winning conference, county, sectional, regional, semi-state, and/or state title(s). Individuals can order patches if he/she are awarded all-conference and/or all-state. All Championship Patches are to be purchased by the individual athlete and his/her family. The athletic department DOES NOT purchase these patches.

ATHLETE DEFINED

A student is considered an athlete for one year (365 days) from the time he/she becomes a member of a Salem High/Middle School athletic team. Each time an athlete becomes a member of an SHS/SMS team, they are declaring their intentions of being an athlete for another full year. When a student is considered to be an athlete, he/she will be held accountable for rules, guidelines, and policies of this handbook. Consequences for violating club/academic team rules do not take the place of athletic consequences for teams sanctioned by the IHSAA.

CHANGING SPORTS

If an athlete is cut from a team, he or she may join another team or program in that sport season at both coaches' discretion. An athlete cannot quit one sport to join another, until that team is no longer competing. Example; an athlete cannot quit football to try out for basketball until football season is completed. If an athlete is removed from a team for any reason (i.e. quitting, rule violation, grades, etc.) that athlete will not be allowed to participate in any practice, conditioning program or weight room activity until completion of competition for the team from which the athlete was removed.

CODE OF CONDUCT

A student who is a member of a Salem High School athletic team in any capacity (athlete, cheerleader, student manager, or statistician) must be willing to assume the responsibilities that go along with being a member of a team and wearing the black and gold. The student body, the community and others often judge our school by our student athletes' conduct and attitude on and off the field, in season and out of season. Student athletes and athletic support personnel are role models and therefore, are expected to be positive examples in school citizenship, scholastic effort, leadership, and in personal appearance.

Participation in athletics is a **privilege** requiring that a student makes a commitment to practice before or after school with perfect or near perfect attendance, to work hard to excel, to learn cooperation and team effort, and to exemplify good behavior both at school and away from school. Student athletes and support personnel are representatives of SHS/SMS and should serve as role models at school and in the community. Therefore, student athletes and support personnel are expected to adhere to the Code of Conduct the entire calendar year. Students who cannot accept this challenge and responsibility should not become involved with the Salem High/Middle School athletic program. There is a legitimate school interest and an expectation by the coaching staff at Salem High/Middle School that students follow the Athletic Training/Competition Rules at all times including the time when they are away from school and not involved in school activities. There is also an expectation that student athletes avoid situations or leave events where activities are occurring that violate this Code of Conduct, specifically parties or clubs. Self-discipline learned from the athletic experience should teach each student athlete to make prudent decisions about their associations and behaviors.

CODE OF CONDUCT FOR STUDENT ATHLETES

- Academic performance is primary responsibility
- Read, familiarize yourself and comply with the policies outlined in the Athletic Handbook AND your coach's specific team policies.
- Treat teammates, coaches, and opponents with respect
- Respect officials and accept their decisions without argument or gesture
- Have a positive attitude toward peers, teachers and staff
- Be a good citizen
- Refrain from profane, obscene, vulgar and/or offensive language and/or gestures on and off the field/court
- Exercise self-control at all times
- Win without boasting, lose without excuse and never quit
- Cheer our team, not against our opponent
- Treat equipment and facilities with respect and as they are intended for use
- Represent SHS/SMS and our community in a positive manner. Do not behave in conduct unbecoming of a Salem Lion!

STANDARDS OF GOOD SPORTSMANSHIP

Good sportsmanship will always be the focal point of Salem High/Middle School Athletics. It will be reflected in how we treat our teammates, coaches, officials and opponents.

- Student athletes at Salem High/Middle School will place positive and supportive relationships with their teammates and coaches as their highest priority. Regardless of the sport, individual or team, we are only as strong as how we treat each other.
- After all contests, Salem High/Middle School athletes are expected to shake hands with the athletes and coaches for the team(s) that we have competed against.
- During all contests, regardless of whether we agree or disagree with the calls, Salem High/Middle School athletes will demonstrate and model positive sportsmanship to the officials working their contest.
- Return ball to official, retrieve ball that has gone astray
- Assist a fallen opponent
- After any contest where ribbons, medals or trophies are presented to the opposing team(s), Salem High/Middle School athletes will stay, watch and applaud the efforts of the athletes and team(s) involved in that contest. At no time will Salem High/Middle School athletes leave the field or floor while a presentation is being made.
- Salem High/Middle School athletes will not use inappropriate language or gestures while taking part in any contest.
- Though all sports have some level of physical contact, and recognizing that physically aggressive contact is a major and important part of athletics, it is unacceptable for a Salem High/Middle School athlete to engage in physical play that would result in unsportsmanlike conduct that would jeopardize the safety of the opposing athlete or the integrity of the Salem High/Middle School team.

MULTI-SPORT PARTICIPATION

The Salem High/Middle School Athletic Department supports the concept of participation in more than one high school sport. High school coaches should not establish expectations “out of season” which would prohibit or restrict a student’s participation in another sport which is “in season.” A student who wishes to participate in more than one sport in the same season (fall, winter, spring) must have prior approval of the coaches involved and the athletic director. A schedule resolving all practice and competition conflicts must be established prior to the season. The student athlete will be asked to designate a “primary” sport if necessary.

COACH-PARENT-ADMINISTRATION COMMUNICATION POLICY:

It is important that coaches, parents, and administrators have a communication plan in place prior to the start of each sport season. Appendix C located in the back of this packet is a sample communication plan that can be used. Individual coaches may have different versions for their particular sport but the basics should be the same. Our hope is that there are no issues that need to be worked out but we realize that events occur that need/want to be discussed.

CHAIN OF COMMAND:

What can a parent do if the meeting with the coach did not provide a resolution?

In the event that this discussion cannot come to a legitimate solution, please call the Athletic Director at 883-3904. After this discussion, if you still are unable to come to a solution, please contact the principal. Almost all issues can be solved by a member of this team.

We as administrators will only discuss items with you if you have followed the proper channels of the chain of command.

INDIVIDUAL TEAM RULES

Each head coach may establish training and behavior rules for the athletes under their supervision during the IHSAA season. These rules will typically cover being on time for practices, dress for contests, decorum at contests and on buses, language, sportsmanship, and curfew on nights before and after contests. Specific rules established by the head coach in a sport will be put in writing and a copy will be made available to the athlete and his/her parents. The rules set forth by each coach, will be followed in addition to this handbook.

SOCIAL MEDIA:

Student-athletes are encouraged to use social-media in a safe, responsible, and respectful manner. Keep in mind that typed, tweeted, and posted messages can be viewed by unintended audiences, printed, reproduced, and/or altered. Each athlete is solely responsible for his or her “digital footprint.” Inappropriate materials/statements posted on social media may result in disciplinary action such as suspension from participation.

SUPERVISION OF STUDENT ATHLETES:

No athlete is permitted in the weight room or allowed to use any facility without a coach supervising. This includes in and out of season activities.

The Salem Athletic Department appreciates the hard work and long hours that you put in as an athlete for Salem High/Middle School. We look forward to watching as you represent our school and our community as a Salem Lion. Please feel free to contact us with any questions and/or concerns that you may have.

**STUDENT-ATHLETE/PARENT
ATHLETIC HANDBOOK ACKNOWLEDGEMENT FORM**

CODE OF CONDUCT FOR STUDENT ATHLETES

- Academic performance is primary responsibility
- Read, familiarize yourself and comply with the policies outlined in the Athletic Handbook AND your coach’s specific team policies.
- Treat teammates, coaches, and opponents with respect
- Respect officials and accept their decisions without argument or gesture
- Have a positive attitude toward peers, teachers and staff
- Be a good citizen
- Refrain from profane, obscene, vulgar and/or offensive language and/or gestures on and off the field/court
- Exercise self-control at all times
- Win without boasting, lose without excuse and never quit
- Cheer our team, not against our opponent
- Treat equipment and facilities with respect and as they are intended for use
- Represent Salem High/Middle School and our community in a positive manner. Do not behave in conduct unbecoming of a Salem Lion!

I have read the Student-Athlete/Parent handbook and understand that my son and/or daughter must abide by the rules and policies of the Salem High/Middle School Athletic Department, IHSAA, and of their individual team rules as set forth by their coach. I understand that failure to comply to these rules and codes could result in discipline resulting in suspension and/or dismissal from team(s).

Date _____

Signature of Parent/Guardian _____

Signature of Student-Athlete _____