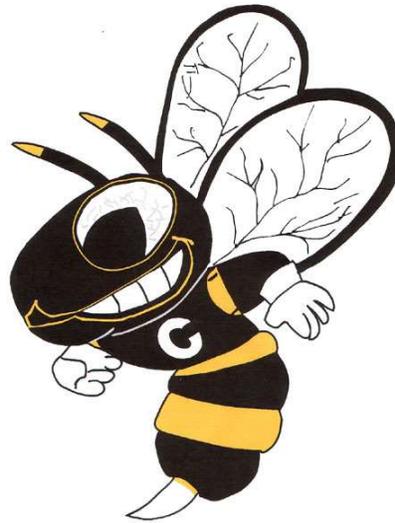


# 2017-2018

## Cadott Junior/Senior High School Athletic Handbook



### Fall Sports

Cross Country  
Football  
Volleyball  
Cheerleading



### Spring Sports

Baseball  
Golf  
Softball  
Track and Field



### Winter Sports

Boys Basketball  
Dance  
Girls Basketball  
Wrestling  
Cheerleading

**CADOTT  
JUNIOR/SENIOR HIGH SCHOOL  
ATHLETIC HANDBOOK**

**TABLE OF CONTENTS**

School Board Endorsement .....	3
Board of Education .....	3
Non-Discrimination Policy .....	3
Pupil Non-Discrimination Complaint Procedure.....	3
Philosophy .....	4
Eligibility Rules.....	5
General Rules.....	6
I. Insurance .....	6
II. Student-Athlete Health.....	6
III. Care of Equipment .....	6
IV. Travel & Conduct on Trips.....	6
V. Practice Sessions .....	7
VI. Student Absences.....	7
VII. Changing Sports/Serving a Suspension .....	7
VIII. Team Size .....	8
IX. Awards.....	8
X. Special Olympic Award Criteria.....	9
XI. Cadott Athletic Code.....	9
A. Reporting.....	9
B. Investigation, Decision Making and Appeal.....	10
C. Discipline .....	11
D. Major Violations Disciplinary Schedule .....	11
E. Signature Form.....	14

## SCHOOL BOARD ENDORSEMENT

This booklet is endorsed by the Cadott School Board and reflects Cadott School District Policy.

### BOARD OF EDUCATION

President.....	Donna Albarado
Vice-President.....	Cedric Boettcher
Clerk.....	Christine Rowe
Treasurer.....	Anthony Riley
Director.....	P. Scot Kelly
Director.....	Charlotte Seibel
Director.....	Rod Tegels

### NON-DISCRIMINATION POLICY OF THE SCHOOL DISTRICT OF CADOTT COMMUNITY

It is the policy of the School District of Cadott Community that no person may 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, religion, national origin, ancestry, creed, pregnancy, marital status, sexual orientation, or physical, mental, emotional, or learning disability 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 IV of the Civil Rights Act of 1964 (race and national origin), and Section 504 of the Rehabilitation Act of 1973.

The district encourages informal resolution of complaints under this policy. A formal complaint resolution procedure is available, however, to address allegations of violations of the policy in the Cadott School District.

Any questions concerning s.118.13, Wis. Stats., or Title IX of the Education Amendments of 1972, which prohibits discrimination on the basis of sex, or Section 504 of the Rehabilitation Act of 1973, which prohibits discrimination on the basis of disabilities, should be directed to: District Administrator, School District of Cadott Community, P.O. Box 310, Cadott, WI 54727, (715) 289-3795.

### **PUPIL NON-DISCRIMINATION COMPLAINT PROCEDURE**

Cadott School District, S.118.13, Wis. Stats., Pupil Discrimination Complaint Procedure

If any person believes that Cadott School District or any part of the school organization has failed to follow the law and rules of s.118.13, Wis. Stats., or in some way discriminates against pupils on the basis of sex, race, religion, color, national origin, ancestry, creed, pregnancy, marital or parental status, sexual orientation, or physical, mental, emotional, or learning disability, he/she may bring or send a complaint to the Administration Office at the following address: 426 Myrtle Street, P.O. Box 310, Cadott, WI 54727.

**Step 1:** A written statement of the complaint shall be prepared by the complainant and signed. This complaint shall be presented to the district employee designated to receive complaints. That employee shall send written acknowledgement of receipt of the complaint within 45 days.

**Step 2:** A written determination of the complaint shall be made by the board within 90 days of receipt of the complaint unless the parties agree to an extension of time; appeals under 20 USC s.1415 and ch. 115, Wis. Stats., relating to the identification, evaluation, educational placement, or the provision of a free appropriate education of a child with an exceptional educational need shall be resolved through the procedures authorized by ch. 115, subch. V, Wis. Stats. Complaints under 20 USC s.1231e-3 and 34 CFR ss.76.780-76.782, commonly referred to as EDGAR complaints, that the state or subgrantee is violating a federal statute or regulation that applies to a program shall be referred directly to the state superintendent.

**Step 3:** If a complainant wishes to appeal a negative determination by the board, he/she has the right to appeal the decision to the state superintendent within 30 days of the board's decision. In addition, the complainant may appeal directly to the state superintendent if the board has not provided written acknowledgement within 45 days of receipt of the complaint or made a determination within 90 days of receipt of the written complaint. Appeals should be address to: State Superintendent, Wisconsin Department of Public Instruction, 125 South Webster Street, P.O. Box 7841, Madison, WI 53707-7841.

**Step 4:** Discrimination complaints on some of the above bases may also be filed with the federal government at the Office for Civil Rights, U.S. Department of Education, 300 South Wacker Driver, 8<sup>th</sup> Floor, Chicago, Illinois 60606.

# THE CADOTT ATHLETE - PHILOSOPHY

As a school we view interscholastic athletics as an integral part of the total education process and therefore, all policies that we establish are aimed toward cultivating high ideals of good citizenship and sportsmanship. This Handbook has been prepared for the benefit of the student-athletes, the parents/guardians, and the overall school program. It is the desire that the Cadott Athletic Program be an enriching and healthful experience in which physical, mental, and social growth shall be stimulated through interscholastic competition.

A genuine understanding of the aims and objectives of the Cadott Athletic Program and the Athletic Handbook will be realized by careful reading and discussion of this Handbook by the student-athletes and the parents/guardians.

A student-athlete is any boy or girl participating in athletics, including cheerleading and dance.

## STUDENT RESPONSIBILITY

Participation in activities is a privilege at the School District of Cadott Community. In order to keep this privilege, students must accept certain responsibilities. Students, as representatives of our school and community, are expected to display the highest standards of social behavior, sportsmanship, and respect for those in authority, including teachers, coaches, advisors, administrators, officials and other school personnel, as well as, fellow participants and competitors.

The School District of Cadott Community is about helping our young people succeed in life. Our classrooms do that with English and math and science classes. Our sports and other activities do that through teaching life essentials such as teamwork and helping students understand the more you practice, the better prepared you will be. However, they also teach that sometimes no matter how prepared you are, you might not win. That's life. You have to learn to live with that and move on. You learn about discipline. You can't jump in the face of your boss because you disagree with something or you won't have a job the next day. The District believes there are a lot of real-life preparations that those co-curricular activities provide. While we want our athletes to move on and play at the highest level they are capable, that's not what we're about. We're focused on all the students. That's not why college athletics are played. That's not why pro athletics are played. That's why our rule codes are different. Basically, we have our differences because we don't have the same goal and the same ending point in mind as other levels.

## COACHES/ADVISORS RESPONSIBILITY.

Coaches and advisors are some of the most influential people at the School District of Cadott Community. Their methods and results are a matter of record and discussion each time their group/team performs or competes. In most cases, the attitude, desire, and spirit possessed by a group is reflection of those same qualities in the coaches and advisors. Coaching demands that the proper attitude and perspective be maintained.

## PARENTS/GUARDIANS RESPONSIBILITY

Parents/guardians are the greatest role models for students. The School District of Cadott Community seeks parental/guardian assistance to help develop outstanding young people who possess self-discipline and motivation to make a difference in the world. The administration, faculty, staff, and coaches ask that parents/guardians be supportive of the programs and personnel at the School District of Cadott Community and demonstrate that support by respecting the decisions and efforts of the coaches/advisors who work with the young people of the School District of Cadott Community. Parental/guardian assistance is also requested in enforcing the provisions of the Athletic Handbook so that a fair and healthy environment will exist for all students. It is expected that the parents/guardians will enforce the regulations of the Handbook and encourage a positive attitude toward the school officials involved in the student's activity.

While spectators, at any co-curricular event at Cadott or any other site, parents/guardians are expected to display sportsmanlike behavior. An individual or group who willfully interferes with or interrupts the proper order of management of a school sponsored event by an act of violence, boisterous conduct, threatening language, unsportsmanlike conduct toward coaches, players or officials, or disobeys School Board policies or administrative rules may be removed from the event and may be prohibited from further attendance. Individuals prohibited from attendance may follow the established appeal procedure as defined in the Athletic Handbook.

## ELIGIBILITY RULES

I. Every athlete who desires to participate in our athletic program must fulfill these requirements:	
A.	<p>Required Documentation</p> <p>A. A student may not practice for or participate in interscholastic athletics until the school has written evidence on file in its office attesting to:</p> <ol style="list-style-type: none"> <li>1. Parental permission each school year including an acknowledgement of receiving the Cadott Athletic Code and Handbook.</li> <li>2. acknowledgement of receiving the WIAA Rules of Eligibility.</li> <li>3. Athletic Emergency Form.</li> <li>4. current physical fitness to participate in sports. Signed Physical Examination Card or Alternate Year Card.</li> <li>5. Required State of Wisconsin concussion documentation and concussion testing documentation.</li> </ol>
B.	<p>Physical Examination</p> <p>A. A current physical fitness to participate in sports as determined by a licensed physician or Advanced Practice Nurse Prescriber (APNP) no less than every other school year with April 1 the earliest date of examination. School policy determines when an athlete may return to competition following an injury, except where rule book or WIAA tournament policies apply.</p> <p>B. Physical examination taken April 1 and thereafter is valid for the following two school years; physical examination taken before April 1 is valid only for remainder of that school year; physical examination taken before April 1 is valid only for remainder of that school year and following school year.</p>
C.	<p>Students in grades 6-12 must be passing all of their classes to be eligible. Quarter grades will be used to determine eligibility. If a student has failed to do passing work in all classes at the end of the quarter grading period, he or she will be ineligible for minimum of 15 consecutively scheduled school days and may not return to competition until the school day following the 15-day ineligibility period.</p> <p>The first day of ineligibility will be the date the ineligibility list is reviewed by the athletic director or the principal.</p> <p>A student will regain eligibility upon proof from the instructors that he or she is passing all subjects.</p> <p>Eligibility will be reinstated upon review of grades by the Junior/Senior High School Principal or Athletic Director.</p> <p>Fourth quarter grades shall determine the athlete's eligibility for the following school year. The ineligibility period shall be the lesser of (1) 21 consecutive calendar days beginning with the date of earliest allowed competition in a sport or (2) one-third of the maximum number of games/meets allowed in a sport (rounded up if one-third results in a fraction).</p> <p>A student may regain academic eligibility related to the last grade-reporting period of the school year through Summer School courses (including correspondence courses) at the same or some other school, provided:</p> <ol style="list-style-type: none"> <li>A. The student successfully completes not less than the same number of courses which caused the ineligibility.</li> <li>B. The course(s) are pre-approved by the principal.</li> </ol> <p>Incompletes will be treated as failures. The student-athlete will be ineligible until such time as he/she can document that the incomplete has been changed to a passing grade.</p>
D.	Meet all requirements as outlined in the WIAA Handbook.
E.	Adhere to all rule and policies as stated in the Junior/Senior High School Handbook.
F.	<p>Allowance for transfer students. All transfer students should initially be treated as ineligible athletes until the athletic director at the receiving school has had the opportunity to completely check all aspects of athletic eligibility. The athletic director will inform the coach/advisor of the athlete's status once all aspects have been verified, as per WIAA rules.</p> <ol style="list-style-type: none"> <li>1. A transfer student may tryout for a team in a sport while the season is in progress and become an active member of the team. Squad size may be increased as described in the Athletic Handbook. (page 5, VIII-1, extenuating circumstances).</li> </ol>
G.	Ill/Injured students at the time of squad tryouts.

	1. An ill/injured student-athlete may try out for a team as soon as he/she is physically fit and able to tryout while the sport season is in progress. The total squad size may be increased. (pages 5 VIII-1, extenuating circumstances).
H.	Academically ineligible students at the time of athletic team tryouts.  1. All students with the intention of joining an athletic team must be in good academic standing on the date of the first practice for that particular sport.

**GENERAL RULES**

**INSURANCE**

A.	The school district provides a supplemental insurance plan with a deductible and possible co-payments through a reputable company. Each family's personal health insurance is the primary insurance with the school district policy being supplemental. Families need to be aware that the company has some exceptions to their coverage. Families may view the policy in the District Office.  1. The school district has no liability in paying any amounts in connection therewith, but will give every assistance.  2. By action of the school board, the district bears the cost of the plan currently offered through the school board designated insurance company. This plan typically contains a deductible that is the responsibility of the family.  3. The school will not pay toward the cost of the physical exam. The student-athlete bears the entire cost of the physical examination.  4. The Cadott School District will follow the HeadStrong Concussion Policy through the WIAA. The HeadStrong Concussion Policy will provide all athletes in grades 6-12 with coverage up to \$25,000 of coverage per injury. The plan costs \$1.50 per athlete (paid by the WIAA) and covers any student participating in any practice or game sanctioned by the WIAA. For claims, a student's insurance will be billed first and then the HeadStrong Insurance would serve as a secondary insurance that covers the cost of deductibles or co-pays. This is for medically diagnosed concussions only.
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**STUDENT-ATHLETE HEALTH**

A.	All injuries, other than emergencies, must be reported immediately to the coach by the student-athlete. Coaches should be notified of any medical treatment on the part of the student-athlete.
B.	At all events, and especially away events, parents/guardians should inform their son or daughter as to where they can be reached in case of an injury which may require medical treatment.
C.	In case of an injury, which may require medical treatment, the coach will communicate with the parents/guardians of the injured student-athlete.
D.	The WIAA website at <a href="http://www.wiaawi.org">www.wiaawi.org</a> maintains a list of banned substances, discouraged substances, and permissible supplements.

**CARE OF EQUIPMENT**

A.	Each student-athlete is responsible for the proper care and safekeeping of issued equipment and also responsible for his/her own property and valuables. Locks are available for athlete checkout. See your coach for a school lock.
B.	At the conclusion of a sport season, all equipment must be turned into the coach in charge. Parent's/guardian's assistance in this matter will be greatly appreciated.
C.	The student-athlete will be held financially responsible for any and all equipment and apparel that he/she loses, misplaces, damages, misuses or has stolen. Student-athletes will not be allowed to begin another athletic season until all equipment/apparel is returned or paid for following the previously completed season.

**TRAVEL AND CONDUCT ON TRIPS**

A.	An athletic team is like a family. It should go as a team and return as a team.
B.	Any student leaving school on a co-curricular trip bus will return to school on the bus. The only exception will be when parents/guardians specifically request that the student be released to the parent/guardians at the event, with the chaperone's permission.

C.	The only student-athlete that will be dropped off along the route are those who have direct access to their house and have a note from the parents/guardians and signed in advance by the building principal.
D.	No food or drink will be allowed on the bus unless sanctioned by the coach in charge after consultation with the transportation supervisor and bus driver.
E.	There will be no stopping to or from events to eat unless prior approval has been received from the administration. The school will provide sandwiches and milk if the event is over 75 miles away and on a school day.

### **PRACTICE SESSIONS**

A.	Weekend or vacation practices may be held at the coach's discretion and will be kept to a minimum number. Attendance at these practices shall not be made compulsory unless the practices count toward the minimum number of practices necessary for team participation before contests. A student-athlete's non-attendance must have been arranged with the coach before the practice session. The weekend or vacation practice schedule must be approved by the athletic director.
B.	Morning and evening practices are permitted and should be held to a minimum with consideration given to the age of the student-athlete and travel problems. The morning and evening practice schedule must be approved by the athletic director.
C.	Nothing in the Athletic Handbook shall be deemed as to limit a coach or advisor from establishing additional rules concerning student conduct during the season. Any rules established by the coach or advisor must be in writing and handed out to the students, their parents/guardians, and the Athletic Director prior to the established starting date for the activity. Student cooperation with and conformance to any rules designed by the coach or advisor are required to maintain eligibility in that specific activity. These rules must be in accordance with the Athletic Handbook and all other district policies.
D.	Student-athletes missing the regular practice session: <ol style="list-style-type: none"> <li>1. Student-athletes must be excused by the coach before practice sessions whenever possible.</li> <li>2. Detention and other administratively imposed disciplines take precedence over practice sessions. The student-athlete will report to practice after fulfilling these obligations. Although the absence is not unexcused, the coach may impose reasonable discipline because of the tardiness or absence.</li> </ol>
E.	A coach should be present for supervision each time a student-athlete is under his/her direction, the coach should be at the activity, not merely on the grounds or in the building.
F.	Student-athletes are required to practice the number of specified practices for teams as stated in the WIAA Handbook before they are able to participate in an interscholastic contest.
G.	An ineligible student-athlete may be required to attend practice sessions and contests. Whether or not the student-athlete engages in practices is at the coach's discretion. The ineligible student-athlete will not be allowed to miss any class time to travel with the team to away contests. The ineligible student-athlete will not be allowed to suit up with the team for home contests.

### **STUDENT ABSENCES**

A.	A student-athlete must attend school a full and complete day to practice or participate in an interscholastic contest of the same day. All requests must be made to the building principal. Coming to school late because of illness will not be accepted. Students are not allowed to miss any classes because they arrived home late in the evening from an activity the night before.
B.	Student-athletes medically excused from physical education class on a given day may not practice or play in a game on that day.
C.	Suspensions will remove a student-athlete from practice and interscholastic competition for the duration of the suspension.
D.	Truancy (skipping all or part of a school day) will remove a student-athlete from practice and interscholastic competition on that day.

### **CHANGING SPORTS/SERVING A SUSPENSION**

A.	Quitting one sport and beginning another during the same season is discouraged. If changing is necessary, the athlete should inform both coaches.
B.	A student-athlete who is suspended from a sport may not report to another sport during the season.
C.	Before serving a suspension in a sport, the student-athlete must have had the minimum days of practice prescribed by the WIAA or attendance at scheduled events with the team in that sport.

D.	A student-athlete may join a sport after the season has begun to serve his/her suspension provided the student-athlete finishes the season in good standing. A student-athlete's good standing is to be determined by the coach of that sport and the Athletic Council.
E.	If the student-athlete does not finish the season in good standing, the amount of time spent participating in the sport will not be counted toward the suspension.

### TEAM SIZE-NUMBER OF PARTICIPANTS (9-12)

The number of participants per varsity team shall be as described as the tournament series maximum by the WIAA. The total squad size shall be as established by the school board.

Maximums WIAA & School District			LOCAL	
	Varsity Team Size	Total Squad Size		
Volleyball	15	45	Dance	15
Boys Basketball	15	45		
Girls Basketball	15	45		
Baseball	18	36		
Softball	18	36		

No team maximums are set for football, wrestling, cross country, golf, and track.

In the event that the need arises to reduce or increase the number of participants, the following guidelines must be followed:	
1.	Any reductions or increases to the total squad size due to extenuating circumstances must be approved by the principal and athletic director.
2.	Reductions must occur within the first 10 days of practice, unless for disciplinary reasons. (Exception: spring sports, where an accurate determination of a participant's ability cannot be judged until practices can be held in a proper environment.)
3.	Students who may be released should never be made to purchase any special practice or game equipment until final team size has been met.
4.	Any student being released from a team must be notified in a private, confidential conference with the coach.
5.	Released students are eligible for recall to the team if an opening occurs due to a reduction of team members. Only students in good standing with the Athletic Handbook may be recalled.
6.	Being selected to any 6-12 grade team does not carry with it a guarantee as to the amount of playing time or guarantee that the student will be suited up for every event.

### AWARDS

A.	An award is given in trust and may be denied for failure to live up to the rules set forth in this Athletic Handbook. <b>All</b> athletic awards are under the jurisdiction of school authorities and can be removed from the student-athlete until the student-athlete completes his/her final season of eligibility.
B.	The head coach sets up the criteria for awards in his/her sport and will inform the team members at the start of the season.
C.	Along with the coaches' criteria, a student-athlete must: <ul style="list-style-type: none"> <li>1. have retained his or her scholastic eligibility up until the time of that particular season.</li> <li>2. finish the season in his or her sport in good standing; and</li> <li>3. not be under disciplinary action that would remove a student-athlete from practice and/or interscholastic competition.</li> </ul>

D.	A student who has participated in the same sport for four consecutive years is eligible for a varsity letter in that sport.
E.	Student-athletes who have finished at least one season in good standing will receive athletic awards during the award ceremony of that sport. Any student who is not in good standing at the time is not eligible to participate in the ceremony.
F.	The coach of any team has the option, based on his or her judgment, of awarding a letter to a student-athlete even though all the requirements have not been met. This option will be exercised with discretion.
G.	In all cases, the coach, athletic director, and principal will reach a consensus and make the final decisions in presenting athletic awards in the event of a discrepancy or misconduct.

### SPECIAL OLYMPIC AWARD CRITERIA

A.	Special Olympics gives students with cognitive disabilities the opportunity to develop physical fitness, demonstrate courage, and develop specific sport skills.
B.	Through Special Olympics, students with cognitive disabilities can, with proper instruction, learn to enjoy and benefit from participation in the individual and team sports as adapted to meet the needs of those with mental and physical disabilities.
C.	Special Olympics participate in consistent training which is essential to the development of sport skills.
D.	Special Olympics competition among those of equal abilities provides an appropriate means of testing skills, progress measurement, and incentives for personal growth.
E.	Special Olympics reflect the values, standards, and events embodied in a co-curricular sports program. These are broadened and enriched to similarly enhance the students' dignity and self-esteem.
F.	Student-athletes with cognitive disabilities benefit physically, mentally, and socially. Through participation and observation, families and communities acquire an understanding of people with cognitive disabilities. Being included in an athletic environment promotes equity, respect, and self esteem.

CRITERIA	AWARDS
1. Participation (Grades 6-8)	Certificate
2. Participation	Certificate
3. Junior Varsity	JV Letter
4. Varsity	Varsity Letter, Bar
5. Special Commendation Plaque	
Requirement: Participation in International Special Olympic Games; or participation in State Games for five years.	

## CADOTT ATHLETIC CODE

This code is established in the best interest of the student-athlete and the school. Student-athletes who comply with these rules overly demonstrate their desire to dedicate themselves to self-improvement as well as to enhance the best interest of their teammates, coach, and school.

Cadott student-athletes will exhibit good sportsmanship and conduct at all times. The athlete is a representative of students, school, and community. This Athletic Handbook and Code is in effect the **full calendar year**, which includes **summer**. Penalties for grades 6-12 student-athletes are cumulative through graduation and/or the last career athletic contest.

A.	<p><b>Reporting</b></p> <ol style="list-style-type: none"> <li>Violations of this Athletic Handbook and Code should be reported directly to the athletic director, unless the athletic director is not available and then the principal should be contacted who should notify all parties including the coach, parents/guardians, and student-athlete.</li> <li>The athletic director and/or principal will serve as fact-finder for all reported violations. He/she will also enforce all penalties set herein and have jurisdiction in any matter not listed in the Athletic Handbook and</li> </ol>
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Code.

3. Public access records including, but not limited to, media documents and government web sites shall be sufficient cause for investigation.
4. A person witnessing a violation of the Athletic Handbook and Code must submit a written statement or provide credible evidence of a violation to the athletic director and/or principal within 30 calendar days of the alleged violation, unless referred by law enforcement, the judicial system, or social services. The statement shall include the time, place, and action of violation and be properly signed.
  - a. Violations reported by parents, other adults, staff members, students, or fellow squad members, if put in writing, shall be sufficient cause for investigation.
  - b. A written confession by a squad member personally shall be cause for discipline proceedings.
  - c. Social networking web sites, and other Internet sites, which can contain information or pictures that may demonstrate a violation of the Athletic Handbook and Code, shall be sufficient cause for an investigation.

**B. Investigation/Decision Making/Appeal Procedure**

1. Any student accused of any Athletic Handbook and Code violation will meet with the athletic director or principal to discuss the alleged violation and the student-athlete's parent(s)/guardian(s) will be advised of the alleged violation. At that particular meeting, the student-athlete has two options:
  - a. admit the violation and accept the prescribed punishment; punishments under the school code will result in immediate suspension; or
  - b. appeal the case to the Athletic Council for a hearing. If a student appeals a suspension, according to the school's appeal procedure, the student is ineligible during the appeal process.

The appeal to the Athletic Council must be in written form to the athletic director and be received or postmarked within seven school days of the date of the notification letter advising the parents/guardians of the suspension.

Members of the Athletic Council will be selected by the athletic director and/or principal. Voting members of the Athletic Council will consist of two coaches (excluding the coach of the team involved) and one teacher (non-coach). The athletic director shall be a non-voting member of the Athletic Council. The principal shall be non-voting member of the Athletic Council and shall chair the Athletic Council. If the principal cannot serve as chair, then the principal may appoint a designee. The athletic director, principal, and the Athletic Council are encouraged at all times to interview informants when investigating violations. The Athletic Council must follow the discipline outlined in the Athletic Handbook and Code. The Athletic Council may uphold the discipline or select other discipline choices outlined in the Athletic Handbook and Code.

2. Students who have been punished under this Handbook may appeal the decision to a higher authority. The following steps should be taken.

Step 1 If the student is not satisfied with the disposition of the case, he/she may file a grievance in written form with District Administrator or designee within three school days after the decision is rendered. Within three school days after receipt of the written grievance, the District Administrator shall meet with the student and his/her representative and make an effort to resolve the grievance. The District Administrator may uphold the discipline, rescind the discipline, or modify the discipline, But the discipline will not to be less than the minimum consequences as required by the WIAA.

Step 2 If the student is not satisfied with the disposition of Step 1, he/she may file the grievance in written form with the Board of Education within three school days after the decision is rendered at Step 1. The Board will meet in executive session at its next regularly scheduled meeting (if proper notification time has been given for agenda and press release time) to consider the grievance. The student may appear with his/her representative before the Board and be heard. The Board shall state its decision in writing within 10 days of said meeting. The Board of Education may uphold the discipline, rescind the discipline, or modify the discipline But the discipline will not to be less than the minimum consequences as required by the WIAA.

**C. Discipline**

Student-athletes shall abide by the behavior standards of the School District of Cadott Community and the WIAA. Failure to do so will be considered a violation of the Athletic Handbook. There are two types of violations: Minor and Major.

1. Failure to abide by the following standards will be considered a violation and subject to the disciplinary procedures established in the Handbook.
2. If multiple violations occur in one setting, it is counted as one violation for the purpose of assigning penalties according to this Handbook.

**MINOR VIOLATIONS**

Minor violations are to include all other violations that do not rise to the seriousness of major violations. Minor violations include, but are not limited to travel on the team bus, personal conduct in school with regard to those in authority and other students, detentions and in school suspensions.

If a student-athlete is found to have committed a minor violation, he/she will be disciplined under a policy formulated by the head coach of each individual sport and made available to all student-athletes, parents/guardians, the Athletic Director, and principal prior to the beginning of each sport season.

**MAJOR VIOLATIONS**

a. The School District of Cadott Community recognizes that chemicals are a significant health problem for many adolescents, resulting in negative effects on health, behavior, learning, and the total development of the individual. So, regardless of quantity, a student shall not use, possess, buy or sell (a) a beverage containing alcohol, (b) any form of tobacco, (c) controlled substances, street drugs, use of anabolic-androgenic steroids and other performance enhancing substances (PES) as defined by the Wisconsin Interscholastic Athletic Association, (d) "over-the-counter (OTC) medication must be used as directed or intended. "Look-alike" substances are included under all provisions, including electronic cigarettes. It is not a violation for student-athletes to possess and use drugs specifically prescribed for their use by their physician.

b. The student shall abstain from illegal activities. This provision includes, but is not limited to those activities which are illegal because of the age of the student. Presence in bars/taverns and attendance at parties where the drinking of alcoholic beverages or the use of illegal drugs is occurring is prohibited. If a student is found to have been at bar/tavern or in attendance at a party where alcoholic beverages or illegal drugs were being used and did not leave without delay will be suspended. This is not meant to prohibit presence in establishments that are primarily restaurants, or presence at bar/taverns or parties with parents/guardians. This is not meant to prohibit presence in establishments that are primarily restaurants, or presence at bars/taverns or parties with coaches/representatives for school and/or booster club sanctioned activities. Student-athletes are not prohibited from attending weddings, reunions, anniversaries or other ceremonial functions where alcohol is served, but they may not consume alcohol or be in possession of alcoholic beverages even though they have parental permission. Note: Parental permission does not override the provisions of this Handbook.

c. "Conduct Unbecoming of a Student-Athlete"-The student must refrain from socially unacceptable behavior that is discrediting in nature to the ideals, principles, and standards of the community/school.

1. Any civil or criminal infraction, including but not limited to the list below, that is determined by the athletic director and/or principal to be a violation of the Handbook or detrimental to or a discredit to the school or community will result in a suspension as prescribed in the Handbook and at the violation level the student-athlete is currently at. These behaviors include, but are not limited to, behaviors defined by federal and/or state statutes, community ordinances and/or school district policies and may include:

1. Theft
2. Burglary
3. Assault
4. Battery
5. Vandalism
6. Possession or use of a weapon as defined in the student handbook
7. Under the influence of, and/or possession of a controlled substance and/or paraphernalia
8. Sex offenses
9. Bomb threats
10. Graffiti
11. Use and/or possession of explosive devices including illegal fireworks
12. Disorderly conduct
13. Murder
14. Manslaughter
15. Hazing (any act whether physical, emotional, mental or psychological that subjects another person, voluntarily or involuntarily, to anything that may abuse, mistreat, degrade, humiliate, harass or intimidate the person, or which may in any fashion compromise the inherent dignity of the person).

2. Out of School Suspension. Any student-athlete who has a consequence of an out of school suspension shall be ineligible for all athletic participation, including practice during the period of the suspension. Out of School Suspension is considered a Major Violation of the Athletic Handbook and Code.

## MAJOR VIOLATION DISCIPLINARY SCHEDULE

**FIRST VIOLATION:** The student-athlete will be suspended from competition for 15% of the current season's regularly scheduled contests, or the next season in which he/she is participating including the WIAA Tournament Series, if applicable. Infractions will be rounded to the next full contest. If the current season ends before the penalty, said penalty carries over into the next season with a pro-rated number of contests. For example, a 15% suspension for basketball season is 3 games. One contest remains in the basketball season. The next competition season for the suspended student-athlete is football. The suspended student-athlete served one contest suspension or 5% of the discipline. Therefore, 10% of the suspension remains, and 1 football game must be missed.

**SELF REFERRAL:** For a first offense of the Athletic Handbook, a student-athlete or their parents/guardians who voluntarily turns himself/herself or their children into the administration will have the penalty reduced to one contest, including the WIAA Tournament Series, if applicable. This self-admission must occur before the end of the student's lunch period on the first scheduled school day following the incident(s).

**EARN BACK CLAUSE I:** For alcohol, tobacco, and other drug violations (Major Violations, a. & b., page 10), if the student undergoes a professional outpatient assessment at a certified agency, at his/her expense, and follows the assessment's recommendations, the suspension may be reduced. Certain conditions must be met by the student-athlete that may include, but are not limited to the following: providing written proof of the successful completion of an assessment by a professional, passing grades in all subjects, counseling and/or drug/alcohol testing at the expense of the parents/guardians. Failure to uphold any of the conditions set by the Athletic Director and/or Principal will immediately place the student back at the previous level of consequences. A student-athlete must miss a minimum of one (1) athletic competition.

**EARN BACK CLAUSE II:** For behavioral violations (Major Violations, c. pages 10-11), the student-athlete may regain eligibility by completing school/community service and a behavior plan constructed by the principal and/or athletic director in conjunction with the student-athlete. The school/community service must occur outside of the student's school day and must be completed in its entirety before the student may become eligible again. A student-athlete must miss a minimum of (1) athletic competition. The student will be responsible to create a school/community service plan and provide written documentation upon completion. "Community Service" is an unpaid service that a

person performs for the benefit of his or her local community, church, school, or another person(s), other than a relative. The principal and/or athletic director must approve the plans in advance, as well as, the final accounting of the service hours upon completion. These hours will be in addition to any hours required for any other community service requirements (i.e. graduation, NHS or any other service organization).

**REDEMPTION CLAUSE:** The level of discipline would be reduced by one (1) for each full calendar year the student is violation free. For example, a student with three (3) violations would have his/her total consequences reduced to two (2) violations if he/she were violation free for one (1) calendar year following the date of the last reported violation. An additional violation for this student, after the year of remaining violation free, would result in the consequences that correspond with the level three instead of level four.

**WIAA TOURNAMENT:** The minimum penalty for acts, which results in a student being suspended for one or more WIAA Tournament competitions, is immediate disqualification of the student for the remainder of the total tournament series in that sport.

**SECOND VIOLATION:** The student-athlete will be suspended from competition for 20% of the current season's regularly scheduled contests, or the next season in which he/she is participating including the WIAA Tournament Series, if applicable. Fractions will be rounded to the next full contest. If the current season ends before the penalty, said penalty carries over into the next season with a pro-rated number of contests.

The corresponding consequences for each separate violation(s) will be served to completion consecutively. For example, fifteen (15) percent of a season must be served for a first violation before the consequences for an additional violation could be served. Twenty (20) percent of a season must be served for a second violation after the fifteen (15) percent of a season is served for the first violation. The resulting suspension for two consecutive violations would be thirty-five (35) percent of a season.

**THIRD VIOLATION:** The student-athlete will be suspended from competition for 50% of the current season's regularly scheduled contests, or the next season in which he/she is participating including the WIAA Tournament Series, if applicable. Fractions will be rounded to the next full contest. If the current season ends before the penalty, said penalty carries over into the next season with a pro-rated number of contests.

**FOURTH VIOLATION:** The student-athlete will be suspended from competition for one full calendar year from the date of suspension.

**FIFTH VIOLATION:** The student-athlete is suspended from competition for the remainder of their time at the School District of Cadott Community.

<b>MAJOR VIOLATIONS DISCIPLINE SCHEDULE</b>			
<b>SPORT</b>	<b>15%</b>	<b>20%</b>	<b>50%</b>
<b>Baseball</b>	<b>3</b>	<b>4</b>	<b>10</b>
<b>Basketball</b>	<b>3</b>	<b>4</b>	<b>10</b>
<b>Cheerleading</b>	<b>To</b>	<b>Be</b>	<b>Determined</b>
<b>Cross Country</b>	<b>2</b>	<b>3</b>	<b>6</b>
<b>Dance</b>	<b>To</b>	<b>Be</b>	<b>Determined</b>
<b>Football</b>	<b>2</b>	<b>2</b>	<b>5</b>
<b>Golf</b>	<b>3</b>	<b>3</b>	<b>7</b>
<b>Softball</b>	<b>3</b>	<b>4</b>	<b>10</b>
<b>Track &amp; Field</b>	<b>3</b>	<b>4</b>	<b>10</b>
<b>Volleyball</b>	<b>3</b>	<b>3</b>	<b>8</b>
<b>Wrestling</b>	<b>3</b>	<b>3</b>	<b>7</b>
NOTE: A multi-day contest counts as one contest for suspension purposes provided they are counted as one contest for WIAA contest maximums.			
NOTE: Consequences for any athletic teams (including Cheerleading and Dance) that are not scheduled at the WIAA published maximum amount of contests at the start of the practice at the beginning of the season shall be calculated based on 15%, 20%, 50% of the published season schedule on the first day of practice in consultation with the Head Coach.			

