

Scottsbluff High School  
Parents & Athletes  
Handbook



**BEARCAT**  
**GIRLS TENNIS**



2024

# Scottsbluff Bearcat Girls Tennis

## Spring 2024

Head Coach: Hannah Liptac

Assistant/Co-Coach: Darren Emerick

### Scottsbluff High School Girls' Tennis

Welcome to Bearcat Girls Tennis! We are delighted to have you as a part of our team. This handbook contains the rules and expectations for the student-athletes and parents involved with Scottsbluff High School Tennis. This is a 'no-cut' team with all eligible student athletes welcome to participate.

As a member of the Bearcat tennis team, you will be expected to conduct yourself as a role model that will reflect positively on your school, family, teammates, coaches, and community. Our success is based on a clear understanding of the processes and expectations of the coaching staff, student-athletes, parents and supporters of Bearcat Tennis.

Athletics provide experiences that will help students physically, mentally, socially and emotionally. Promoting sportsmanship at all levels instills pride, reinforces sound value structure, and enhances the individual's self-image, as well as the image of SHS and the community.

Please contact Coach Liptac or Coach Emerick with any questions or concerns. We are looking forward to the upcoming season and hope it is both fun and rewarding!

### ***STAY IN TOUCH!***

**REMIND:** (You will be added)

**Facebook:** /groups/BearcatGirlsTennis

**Instagram:** bearcatgirlstennis



**Hannah Liptac**

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# Rules and Expectations

## Practice

You are expected to be on time and ready for every practice. If you have **one unexcused absence** from practice, you will not play in the next competition. If you have **two unexcused absences**, you will be dismissed from the team. If you are going to be late, you need to communicate to a coach before practice via email, remind, or in person. **Three unexcused tardies equal one unexcused absence.**

## Social Media

If any team member uses social media in an inappropriate manner (photos, inappropriate comments etc.) they will be subject to consequences. The high school administration will be informed immediately and together we will determine consequences. If the team is playing out of town, the player's cell phone will be taken away and we will keep it until we get back to Scottsbluff.

## Player Positions & Challenge Matches

The varsity team consists of 6 or 7 players at #1, #2, and (sometimes) #3 singles and #1 & #2 doubles for most of the Invites throughout the season and the State Tournament. When we play duals throughout the season, varsity could consist of anywhere from 6 to 12 players. Challenge matches will be played outside of team practice times with results reported to the coaches. Team positions will be determined by a combination of coach evaluation, captain input, and challenge matches...but will ultimately be set by the coaches. JV players will have the opportunity to play challenge matches to improve their roster position as well. The coaching staff will determine the final roster for each dual and each invite. The decision will be based upon the challenge matches, the player's ability to follow the team's rules and expectations, and the player's coachability and effort in practice.

## Doubles Teams

The pairing of doubles teams will be decided by the coaches and may change throughout the season. Skill level, age, and compatibility are factors in determining doubles teams.

## Lettering

A player *may* earn a letter if they compete in 8 varsity matches.

## "Black Skirts"

Players may earn a "Black Skirt" by winning any combination of 10 or more matches at #1 or #2 positions. They may also qualify by winning a minimum of 15 varsity matches at any position.

## State Tournament

The State Tournament allows a total of 6 players at #1 & #2 singles and #1 & #2 doubles. A player can qualify for the State Tournament if they compete in 8 varsity matches at any given spot. If a player has competed in 8 matches at two different spots, it will be up to the coaching staff to make the final decision.

*"You're going to have to say no to things other kids say yes to. And yes to things other kids say no to."*

**Coco Gauff**

*"I'm not afraid of anyone, but sometimes I'm afraid of myself. The mental part is very important."*

**Justine Henin**

*"Tennis is a perfect combination of violent action taking place in an atmosphere of total tranquility."*

**Billie Jean King**

*"The mark of great sportsmen is not how good they are at their best, but how good they are at their worst."*

**Martina Navratilova**

## ***The Way You Play Tennis is the Way You Do Life!***

Singles players step on the court alone. If they have a plan, have committed to practice and improvement, and have the will to succeed it won't matter how windy it is, how bright the sun, how hot or cold. Your opponent doesn't even matter much...it's you against the ball.

The mental toughness it takes to manage adversity, mastering your own doubts, learning to focus on the process and plan, will help you develop the same skills you will need to live a productive, happy life.

Bearcat tennis is built on a successful foundation of mental toughness, fitness and footwork, exceptional focus, and fearless play. Always remember that you are not just playing a match for yourself...but for the team. After every competition you will be asked not if you won or lost, but how you represented Bearcat tennis, Scottsbluff high school, yourself, and our community!

Tennis is a unique sport in many ways, not the least of which is the high level of sportsmanship, character, discipline, and commitment required to play competitively. Every member of the girls tennis team is required to show **respect** at all times during practice, matches, and anytime you are representing SHS on and off the court:

**Your Opponent** - you can only reach your full potential when you compete against quality opponents and you must respect them by your sportsmanship, calls, behavior and actions as well as always giving your absolute best effort.

**Your Sport** - tennis must be played with the highest level of honor, honesty, integrity, and courtesy. No other sport demands so much from you or reveals your true character better.

**Your Team** - the success of the team depends on your support, a willingness to help develop other players, and being a role model for your teammates. Be dependable, be a friend, and be a leader. This includes managers!

**Yourself** - you must commit to hard work, be willing to learn, be determined to practice and play at your highest level, and treat your body and academic work in a way that respects yourself as a student-athlete.

*"I just try to concentrate on concentrating."*

**Martina Navratilova**

*"Success is never final, failure is never fatal. It's courage that counts."*

**John Wooden**

*"If you can react the same way to winning and losing, that's a big accomplishment. That quality is important because it stays with you the rest of your life, and there's going to be a life after tennis that's a lot longer than your tennis life."*

**Chris Evert**

## **We are Bearcat Tennis:**

**#FEARLESS**

**#FOCUSED**

**#FRIENDS**

# TENNIS ETIQUETTE

## *Parent & Supporters*

Support every player on the Bearcat tennis team.

Support your daughter by attending as many matches as possible, we love to have you there!

Be considerate spectators. *Cheering for opponent's mistakes is unacceptable.* Please cheer for your daughter's and other Scottsbluff players' successful shots, not against their opponents'. There should never be cheering following an opponent's double fault. Only Scottsbluff coaches may "communicate" with players during matches and only on change-overs; please refrain from 'coaching' players during matches. Lines are IN (any part of them). Keep a good distance from the fence; it may be distracting to the players.

You are a role model to your daughter and her teammates. Please respect this responsibility and refrain from negative talk at home about teammates, or opponents. Facilitate the growth of tennis and our program by bringing your family and friends to support the tennis team.

## *Athletes*

There are no officials, so players are responsible for making line calls on their side of the court. ***Respect your opponent and the sport.***

When a player is sure that the ball is out, she shouts "Out" so that everyone on the court hears her. If she isn't **sure** if the ball is out, then she must play the ball as if it were in. It is the player's responsibility to clearly announce the score every time prior to serving the ball into play.

Regardless of winning or losing, players are to meet their opponents at the net, shake hands and thank them for the match. Be gracious in defeat and humble in victory.

Failure to exhibit the highest degree of sportsmanship during a match may result in your coach forfeiting the match at his or her discretion.

*"Tennis is mostly mental. You win or lose the match before you even go out there."*

**Venus Williams**

*"Keep your shots deep and down the middle and you'll be famous by Friday."*

*"Tennis seems innocently simple to those who are outside the fence looking in."*

**Vic Braden**

## CHALLENGE MATCHES

Challenge matches prepare players for competition and provide an opportunity to improve players standing on the team. The ladder is determined by how well players perform in challenge matches against their own teammates.

1. Players who would like to challenge for a higher spot may do so (up to three rungs higher.) The winning player will move to the rung of the loser (or stay). Challenges are issued by the lower ranked player.
2. Refusal to play a challenge match (with reasonable consideration for scheduling) equals a loss with the same exchange of rungs.
3. Challenge matches consist of a single 6 game set with 7 pt tie-break if required. "First-to-four" is also accepted.
4. Doubles challenges can be with any combination of players and each player will have an individual rung based on the results. Winners move up one rung and losers down one.
5. Ladder positions are not necessarily reflected in varsity or junior varsity lineups but will be considered along with competition results, sportsmanship, work ethic during practice, leadership, team work, etc.
6. The ladder will be posted by March 1 for players to view and find a time to play each other.

# **Bearcat Girls' Varsity Tennis**

## **2024 Calendar**

### **Important Dates:**

**Spring Sports Meeting: February 13 (5:30 PM)**

**Conditioning Week: February 19 –23 (3:45 - 5:15)**

**Start of Season: March 26**

**Practice daily 3:45 - 5:45**

[View the Varsity and JV Schedules Here](#)

For instructions on adding the schedule to  
your calendar go [here](#)



Students (& Employees)

## **Anti-discrimination, Anti-harassment, and Anti-retaliation**

### **Elimination of Discrimination**

The Scottsbluff Public School District hereby gives this statement to comply with all state and federal laws prohibiting discrimination. This School District intends to take any necessary measures to assure compliance with such laws against any prohibited form of discrimination.

The Scottsbluff Public School District does not discriminate on the basis of sex, disability, race (including skin color, hair texture and protective hairstyles), color, religion, veteran status, national or ethnic origin, age, marital status, pregnancy, childbirth or related medical condition, sexual orientation or gender identity, or other protected status in its programs and activities and provides equal access to the Boy Scouts and other designated youth groups. The following persons have been designated to handle inquiries regarding the non-discrimination policies:

Students: Wendy Kemling, Director of Student Services, 1722 1st Avenue, Scottsbluff, NE 69361 (308) 635-6200 (wkemling@sbps.net).

Employees and Others: Wendy Kemling, Director of Student Services, 1722 1st Avenue, Scottsbluff, NE 69361 (308) 635-6200 (wkemling@sbps.net).

Complaints or concerns involving discrimination or needs for accommodation or access should be addressed to the appropriate Coordinator. For further information about anti-discrimination laws and regulations, or to file a complaint of discrimination with the Office for Civil Rights in the U.S. Department of Education (OCR), please contact OCR at One Petticoat Lane, 1010 Walnut Street, 3rd Floor, Suite 320, Kansas City, Missouri 64106, (816) 268-0550 (voice), Fax (816) 268-0599, (800) 877-8339 (telecommunications device for the deaf), or ocr.kansascity@ed.gov

## **B. Prohibited Harassment, Discrimination, and Retaliation of Employees, Students and Others.**

### **Purpose:**

The Scottsbluff Public School District is committed to offering employment and educational opportunity to its employees and students in a climate free of discrimination. Accordingly, unlawful discrimination, harassment and retaliation of any kind by District employees, including, co-workers, non-employees (such as volunteers), third parties, and others is strictly prohibited and will not be tolerated.

Harassment is a form of discrimination and includes verbal, non-verbal, written, graphic, or physical conduct relating to a person's sex, disability, race (including skin color, hair texture and protective hairstyles), color, religion, veteran status, national or ethnic origin, age, marital status, pregnancy, childbirth or related medical condition, sexual orientation or gender identity, or other protected status, that is sufficiently serious to deny, interfere with, or limit a person's ability to participate in or benefit from an educational or work program or activity, including, but not limited to:

- a. Conduct that is sufficiently severe or pervasive to create an intimidating, hostile, or abusive educational or work environment, or
- b. Requiring an individual to endure the offensive conduct as a condition of continued employment or educational programs or activities, including the receipt of aids, benefits, and services.

Educational programs and activities include all academic, educational, extracurricular, athletic, and other programs of the school, whether those programs take place in a school's facilities, on a school bus, at a class or training program sponsored by the school at another location, or elsewhere.

Discriminatory harassment because of a person's sex, disability, race (including skin color, hair texture and protective hairstyles), color, religion, veteran status, national or ethnic origin, age, marital status, pregnancy, childbirth or related medical condition, sexual orientation or gender identity, or other protected status, may include, but is not limited to:

- a. Name-calling,
- b. Teasing or taunting,
- c. Insults, slurs, or derogatory names or remarks,
- d. Demeaning jokes,
- e. Inappropriate gestures,
- f. Graffiti or inappropriate written or electronic material,
- g. Visual displays, such as cartoons, posters, or electronic images,
- h. Threats or intimidating or hostile conduct,
- i. Physical acts of aggression, assault, or violence, or
- j. Criminal offenses

The following examples are additional or more specific examples of conduct that may constitute sexual harassment:

- a. Unwelcome sexual advances or propositions,
- b. Requests or pressure for sexual favors,
- c. Comments about an individual's body, sexual activity, or sexual attractiveness,
- d. Physical contact or touching of a sexual nature, including touching intimate body parts and inappropriate patting, pinching, rubbing, or brushing against another's body,
- e. Physical sexual acts of aggression, assault, or violence, including criminal offenses (such as rape, sexual assault or battery, and sexually motivated stalking), against a person's will or where a person is incapable of giving consent due to the victim's age, intellectual disability, or use of drugs or alcohol,
- f. Requiring sexual favors or contact in exchange for aids, benefits, or services, such as grades, awards, privileges, promotions, etc., or
- g. Gender-based harassment; acts of verbal, nonverbal, written, graphic, or physical conduct based on sex or sex-stereotyping, but not involving conduct of a sexual nature.

If the District knows or reasonably should know about possible harassment, including violence, the District will conduct a prompt, adequate, reliable, thorough, and impartial investigation to determine whether unlawful harassment occurred (see section entitled



“Grievance Procedures,” below), and take appropriate interim measures, if necessary. If the District determines that unlawful harassment occurred, the District will take prompt and effective action to eliminate the harassment, prevent its recurrence, and remedy its effects, if appropriate. If harassment or violence that occurs off school property creates a hostile environment at school, the District will follow this policy and grievance procedure, within the scope of its authority.

All District employees are expected to take prompt and appropriate actions to report and prevent discrimination, harassment, and retaliation by others. Employees who witness or become aware of possible discrimination, including harassment and retaliation, must immediately report the conduct to his or her supervisor or the compliance coordinator designated to handle complaints of discrimination (designated compliance coordinator).

## Anti-retaliation:

The District prohibits retaliation, intimidation, threats, coercion, or discrimination against any person for opposing discrimination, including harassment, or for participating in the District's discrimination complaint process or making a complaint, testifying, assisting, or participating in any manner, in an investigation, proceeding, or hearing. Retaliation is a form of discrimination.

The District will take immediate steps to stop retaliation and prevent its recurrence against the alleged victim and any person associated with the alleged victim. These steps will include, but are not limited to, notifying students, employees, and others, that they are protected from retaliation, ensuring that they know how to report future complaints, and initiating follow-up contact with the complainant to determine if any additional acts of discrimination, harassment, or retaliation have occurred. If retaliation occurs, the District will take prompt and strong responsive action, including possible discipline, including expulsion or termination, if applicable.

## Grievance (or Complaint) Procedures:

Employees or students should initially report all instances of discrimination, harassment or retaliation to their immediate supervisor or teacher or to the compliance coordinator designated to handle complaints of discrimination (designated coordinator). If the employee or student is uncomfortable in presenting the problem to the supervisor or teacher, or if the supervisor or teacher is the problem, the employee or student may report the alleged discrimination, harassment or retaliation (“discrimination”) to the designated coordinator, or in the case of students, to another staff person (such as a counselor or principal).

Other individuals may report alleged discrimination to the designated coordinator. If the designated coordinator is the person alleged to have committed the discriminatory act, then the complaint should be submitted to the Superintendent for assignment. A discrimination complaint form is attached to this grievance procedure and is available in the office of each District building, on the District's website, and from the designated coordinators.

Under no circumstances will a person filing a complaint or grievance involving discrimination be retaliated against for filing the complaint or grievance.

*i. Level 1 (Investigation and Findings):*

Once the District receives a grievance, complaint or report alleging discrimination, harassment, or retaliation, or becomes aware of possible discriminatory conduct, the District will conduct a prompt, adequate, reliable, thorough, and impartial investigation to determine whether unlawful harassment occurred. If necessary, the District will take immediate, interim action or measures to protect the alleged victim and prevent further potential discrimination, harassment, or retaliation during the pending investigation. The alleged victim will be notified of his or her options to avoid contact with the alleged harasser, such as changing a class or prohibiting the alleged harasser from having any contact with the alleged victim pending the result of the District's investigation. The District will minimize any burden on the alleged victim when taking interim measures to protect the alleged victim.

The District will promptly investigate all complaints of discrimination, even if an outside entity or law enforcement agency is investigating a complaint involving the same facts and allegations. The District will not wait for the conclusion or outcome of a criminal investigation or proceeding to begin an investigation required by this grievance procedure. If the allegation(s) involve possible criminal conduct, the District will notify the complainant of his or her right to file a criminal complaint, and District employees will not dissuade the complainant from filing a criminal complaint either during or after the District's investigation.

The District will aim to complete its investigation within **ten (10) working days** after receiving a complaint or report, unless extenuating circumstances exist. Extenuating circumstances may include the unavailability of witnesses due to illness or incapacitation, or additional time needed because of the complexity of the investigation, the need for outside experts to evaluate the evidence (such as forensic evidence), or multiple complainants or victims. If extenuating circumstances exist, the extended timeframe to complete the investigation will **not exceed ten (10) additional working days without the consent of the complainant, unless the alleged victim agrees to a longer timeline.** Periodic status updates will be given to the parties, when appropriate.

The District's investigation will include, but is not limited to:

- a. Providing the parties with the opportunity to present witnesses and provide evidence.
- b. An evaluation of all relevant information and documentation relating to the alleged discriminatory conduct.
- c. For allegations involving harassment, some of the factors the District will consider include:
  - 1) the nature of the conduct and whether the conduct was unwelcome,
  - 2) the surrounding circumstances, expectations, and relationships,
  - 3) the degree to which the conduct affected one or more students' education,
  - 4) the type, frequency, and duration of the conduct,
  - 5) the identity of and relationship between the alleged harasser and the suspect or suspects of the harassment,
  - 6) the number of individuals involved,
  - 7) the age (and sex, if applicable) of the alleged harasser and the alleged victim(s) of the harassment,
  - 8) the location of the incidents and the context in which they occurred,
  - 9) the totality of the circumstances, and
  - 10) other relevant evidence.

d. A review of the evidence using a “preponderance of the evidence” standard (based on the evidence, is it more likely than not that discrimination, harassment, or retaliation occurred?)

The designated compliance coordinator (or designated investigator) will complete an investigative report, which will include:

- a. A summary of the facts,
- b. Findings regarding whether discrimination, harassment or other inappropriate conduct occurred, and
- c. If a finding is made that discrimination, harassment or other inappropriate conduct occurred, the recommended remedy or remedies necessary to eliminate discrimination, harassment or other inappropriate conduct.

If someone other than the designated compliance coordinator conducted the investigation, the compliance coordinator will review, approve, and sign the investigative report. The District will ensure that prompt, appropriate, and effective remedies are provided if a finding of discrimination, harassment, or retaliation is made. The District will maintain relevant documentation obtained during the investigation and documentation supportive of the findings and any subsequent determinations, including the investigative report, witness statements, interview summaries, and any transcripts or audio recordings, pertaining to the investigative and appeal proceedings.

The District will send concurrently to the parties written notification of the decision (findings and any remedy) regarding the complaint within **one (1) working day** after the investigation is completed. The Family Educational Rights and Privacy Act (FERPA), 20

U.S.C. § 11232g; 34 C.F.R. Part 99, permits the District to disclose relevant information to a student who was discriminated against or harassed.

*ii. Level 2 (Appeal to the Superintendent):*

If a party is not satisfied with the findings or remedies (or both) set forth in the decision, he or she may file an appeal in writing with the Superintendent within **five (5) working days** after receiving the decision. The Superintendent will review the appeal and the investigative documentation and decision, conduct additional investigation, if necessary, and issue a written determination about the appeal **within ten (10) working days** after receiving the appeal. The party who filed the appeal will be sent the Superintendent’s determination at the time it is issued, and a copy will be sent to the designated compliance coordinator. [If the Superintendent is the subject of the complaint, the party will file the appeal directly with the Board.]

*iii. Level 3 (Appeal to the Board):*

If the party is not satisfied with the Superintendent’s determination, he or she may file an appeal in writing with the Board of Education **within five (5) working days** after receiving the Superintendent’s determination. The Board of Education will review the appeal, the Superintendent’s determination, the investigative documentation and decision, and allow the party to address the Board at a Board meeting to present his or her appeal. The party will be allowed to address the Board at the Board’s next regularly scheduled Board meeting (unless the Board receives the appeal within one week of the next regularly scheduled Board meeting) or at a time and date agreed to by the Board,

designated compliance officer and the party. The Board will issue a written determination about the appeal **within thirty (30) days** after the party addresses the Board. The party who filed the appeal will be sent the Board's determination at the time it is issued, and a copy will be sent to the designated compliance coordinator. The Board's determination, and any actions taken, will be final on behalf of the District.

## Confidentiality:

The identity of the complainant will be kept confidential to the extent permitted by state and federal law. The District will notify the complainant of the anti-retaliation provisions of applicable laws and that the District will take steps to prevent retaliation and will take prompt and strong responsive actions if retaliation occurs.

If a complainant requests confidentiality or asks that the complaint not be pursued, the District will take all reasonable steps to investigate and respond to the complaint consistent with the request for confidentiality or the request not to pursue an investigation, as long as doing so does not prevent the District from responding effectively to the harassment and preventing harassment of other students. If a complainant insists that his or her name or other identifiable information not be disclosed to the alleged perpetrator, the District will inform the complainant that its ability to respond may be limited. Even if the District cannot take disciplinary action against the alleged harasser, the District will pursue other steps to limit the effects of the alleged harassment and prevent its recurrence, if warranted.

## Training:

The District will ensure that all District employees, including but not limited to officials, administrators, teachers, substitute teachers, counselors, nurses and other health personnel, coaches, assistant coaches, paraprofessionals, aides, bus drivers, and school law enforcement officers, are adequately trained so they understand and know how to identify acts of discrimination, harassment, and retaliation, and how to report it to appropriate District officials or employees.

## Designated Compliance Coordinators:

Designated compliance coordinators will be responsible for:

- a. Coordinating efforts to comply with anti-discrimination, anti-harassment, and anti-retaliation laws and regulations.
- b. Coordinating and implementing training for students and employees pertaining to anti-discrimination, anti-harassment and anti-retaliation laws and regulations, including the training areas listed above.
- c. Investigating complaints of discrimination (unless the coordinator designates other trained individuals to investigate).
- d. Monitoring substantiated complaints or reports of discrimination, as needed (and with the assistance of other District employees, if necessary), to ensure discrimination or harassment does not recur, and that retaliation conduct does not occur or recur.
- e. Overseeing discrimination complaints, including identifying and addressing any patterns or systemic problems, and reporting such patterns or systemic problems to the Superintendent and the Board of Education.

- f. Communicating regularly with the District's law enforcement unit investigating cases and providing current information to them pertaining to anti-discrimination, anti-harassment, and anti-retaliation standards and compliance requirements.
- g. Reviewing all evidence in harassment or violence cases brought before the District's disciplinary committee or administrator to determine whether the complainants are entitled to a remedy under anti-discrimination laws and regulations that was not available in the disciplinary process.
- h. Ensuring that investigations address whether other students or employees may have been subjected to discrimination, including harassment and retaliation.
- i. Determining whether District employees with knowledge of allegations of discrimination, including harassment and retaliation, failed to carry out their duties in reporting the allegations to the designated compliance coordinator and responding to the allegations.
- j. Recommending changes to this policy and grievance procedure.
- k. Performing other duties as assigned.

The designated compliance coordinators will not have other job responsibilities that may create a conflict of interest with their coordinator responsibilities.

## Preventive Measures:

The District will publish and widely distribute on an ongoing basis a notice of nondiscrimination (notice) in electronic and printed formats, including prominently displaying the notice on the District's website and posting the notice at each building in the District. The District also will designate an employee to coordinate compliance with anti-discrimination laws (see Designated Compliance Coordinator section, above, for further information on compliance coordinator), and widely publish and disseminate this grievance procedure, including prominently posting it on the District's website, at each building in the District, reprinting it in District publications, such as handbooks, and sending it electronically to members of the school community. The District will provide training to employees and students at the beginning of each academic year in the areas (B.6.a-g) identified in the Training section, above.

The District also may distribute specific harassment and violence materials (such as sexual violence), including a summary of the District's anti-discrimination, anti-harassment, and anti-retaliation policy and grievance procedure, and a list of victim resources, during events such as school assemblies and back to school nights, if recent incidents or allegations warrant additional education to the school community.

Date of Adoption: August 9, 2021

# Safe Sport Authorization Act

*Safe Sport Authorization Act of 2017, 36 U.S. Code § 220530(a)(2) - One-On-One Interactions between Coaches, Volunteers, and Student Athletes*

Any one-on-one interactions between student athletes and any school employee, including but not limited to coaches, staff, and volunteers, which has regular contact with student athletes, and which take place at a facility partially or fully owned by the District, shall occur only at an observable and interruptible distance to another adult, except in exceptions outlined in this policy or under emergency circumstances.

For purposes of this policy the terms:

“One-on-one interaction” shall mean any conversation, training, lesson, or any other interaction where a student athlete is in the physical presence of only one other adult who is a school employee or volunteer that has regular contact with the student athlete, and who is not the minor athlete’s parent or legal guardian.

“Regular contact” shall mean the school employee or volunteer oversees a student athletic team which the student athlete participates.

“Observable and interruptible distance” shall mean either that the one-on-one interaction occurs within the eyesight of another adult; or that the one-on-one interaction occurs in a room with a door that is unlocked, opened, and where if applicable, windows, blinds, or curtains remain open, or in an open practice field or facility, and where another school employee knows that the one-on-one interaction is occurring and the approximate planned duration of the interaction.

“Emergency circumstances” shall mean any circumstance in which the student athlete is in need of immediate assistance either due to a health issue or risk or threat of physical harm from another individual.

Exceptions:

Parental Permission for individual meetings or training sessions:

If a parent or legal guardian provides the School with written informed consent of specific individuals with whom the student athlete may have one-on-one interactions for the purposes of individual training or meetings concerning athletic performance, academics, or college, such school employee may have one-on-one interactions with the student athlete. Written informed consent shall only be valid for a period of six months. Parents may limit this period if they so choose.

Meetings with mental health care professionals and health care providers:

If a mental health care professional and/or health care provider meets with athletes at a facility partially or fully owned by the District, a closed-door meeting may be permitted to protect

patient privacy provided that (1) the door remains unlocked; (2) another adult is present at the facility; (3) the other adult is advised that a closed-door meeting is occurring; and (4) written legal guardian consent is obtained in advance by the mental health care professional and/or health care provider, with a copy provided to the school.