

# **NEWINGTON HIGH SCHOOL**



## **STUDENT ATHLETE HANDBOOK 2015 – 2016**

**REGULATIONS & GUIDELINES  
FOR ATHLETIC PARTICIPATION**

**NEWINGTON HIGH SCHOOL**  
INTERSCHOLASTIC ATHLETIC PROGRAM

**ATHLETIC DEPARTMENT**

(860) 666-5611 x1187

**NEWINGTON ATHLETICS MEDIA**  
[www.newingtonathletics.com](http://www.newingtonathletics.com)  
[www.twitter.com/nhsindians](http://www.twitter.com/nhsindians)  
Facebook: "Like" Newington Athletics

**CIAC**  
[www.casciac.org](http://www.casciac.org)

**CENTRAL CONNECTICUT CONFERENCE**  
[www.centralconnecticutconference.org](http://www.centralconnecticutconference.org)

**DEPARTMENT OF ATHLETICS  
605 WILLARD AVE.  
NEWINGTON, CT 06111**

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**NEWINGTON HIGH SCHOOL ATHLETICS**  
**605 WILLARD AVE, NEWINGTON, CT 06111**

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Dear Student Athletes and Parent/Guardians,

The Athletic Department would like to thank you for the commitment it takes to be a student athlete at Newington High School and would like to express our dedication to providing you with the best possible support to achieve your academic and athletic goals.

As a Newington High School student athlete, you will be held to very high expectations. This Student Athlete Handbook is provided to you to help detail the programs, policies, rules and resources which you will need to be familiar with in order to have a successful experience in high school athletics. If you have any additional questions, please contact your head coach, athletic director, or any member of the Athletic Department staff.

Thank you again for choosing to represent Newington High School and good luck in your academic and athletic endeavors!

Sincerely,

Christopher Meyers  
 Director of Athletics  
 Newington High School

**Mission Statement**

Newington High School, a community of learners, is committed to providing all students with high quality learning experiences by challenging and actively engaging them in their education in a safe, welcoming, and enriching environment. All students are held to the highest standards of academic and behavioral expectations. These expectations are achieved through a dynamic partnership among students, staff, home and community. In an increasingly technological and ever-changing world, Newington High School provides all students with the knowledge, skills and values needed to set goals and reach their full potential as life-long learners.

# NEWINGTON HIGH SCHOOL

## Athletic Department

### Student-Athlete Handbook

#### 1. Newington High School Athletic Department

##### Vision

The Newington Athletic Department is committed to providing the experiences necessary to become successful members of the Newington community and global society. We believe that being a part of the athletic program provides student athletes with the opportunities to apply their knowledge and skill, thus having meaningful and challenging learning experiences. Our vision is guided by five principles for positive behavior support.

Student-athletes are assessed based on the following criteria that create the acronym C.A.R.E.S.:

**C.A.R.E.S. = Character, Academics, Responsibility, Effort and Sportsmanship**

##### Philosophy

The Newington Board of Education believes that athletic programs play an important part in the educational development of students. These athletic programs should provide a variety of experiences to aid in the development of favorable habits and attitudes in students. Our athletic programs should constantly strive for the development of well-rounded individuals, capable of taking their place in our modern society. While the opportunity to participate in a wide variety of athletic programs is a vital part of a student's educational experiences, this participation is a privilege and carries responsibilities to the school, the activity, the student body, the community and to oneself. Through these experiences students can implement learning skills and emotional patterns, which maximize the use of their education. "Winning at any cost" is not condoned and the Board of Education discourages any and all pressures, which tend to neglect good sportsmanship and good mental health. At all times, the athletic programs must be conducted in such a way as to justify and reinforce it as an educational activity.

### **Athletics is an extension of the classroom**

**Player Assessment:** The Newington Athletic Department is in the process of implementing a common player assessment. The purpose of the common player assessment is to provide specific and meaningful feedback to the student athlete. The player assessment is meant to teach student athletes to accept constructive criticism and set SMART goals. SMART goals are Specific, Measurable, Action oriented, Realistic, and Time oriented. All student-athletes are assessed at the start of each season and end of each season. The student athlete is responsible for scheduling a time to meet with the coach for the final assessment.

- **Confidence** – The student athlete is prepared to do their very best. The student athlete believes in their coach, and is responsible to work hard to make the most out of instruction and coaching. Student preparation includes attention to personal training, improved flexibility, proper nutrition, sufficient rest, and effort to find the best in their coach. The student-athlete improves self-esteem and self-worth.
- **Coachable Spirit** – Student athletes must have the mindset that they want to be coached and that practice is a time for improvement and feedback from the coaching staff. Student athletes accept constructive criticism, and use this feedback to build on strengths and improve weaknesses. Create student-athlete's awareness of personal strengths and weaknesses.

- **Positive Pride** – Student athletes develop pride for their efforts to prepare physically, mentally, and emotionally. They become confident and trusting of their ability and coaching. The student athlete seeks the positive criticism from their coach(es) for their individual improvement and full development.
- **Integrity** – The student athlete says what they mean and means what they say. They demonstrate qualities of strong character, trust, respect, responsibility, fairness, care, and citizenship. The student athlete takes on the responsibility of making mistakes. They are true and honest to themselves and are willing to admit areas of weakness. Integrity allows the opportunity for growth.
- **Positive Perseverance** – The student athlete learns to become independent and self-responsible. The student athlete learns to be effective problem-solvers. They learn to accept adversity and to focus on overcoming the challenge. The student athlete graciously accepts failure, and focuses on how to deal with the failure.
- **Accountability** – The student athlete seeks discipline and structure. The policies and procedures established by the coaching staff are implemented to allow the student athlete to grow into a well-rounded member of society. The student athlete takes responsibility for their actions. The student athlete understands that their support for the team contributes with the support of other team members and the coaching staff.

### **Newington Athletic Department and Newington High School Goals**

The Newington High School Athletic Department develops yearly program goals that align to Newington High School's 2015-2016 School Building Goals. Listed are the Athletic Department's goals and initiatives:

#### **Newington High School Goal #1 – Academic:**

- Provide student athletes with an after school “all-sport” study hall.
- Honor a Newington High School ‘Academic All-Conference Team’ for the Central Connecticut Conference (Students who receive high honors for a given quarter).
- Conduct an Extra Assistance Plan for student athletes who are in need of academic assistance to increase credits earned towards graduation.
- Communicate with coaching staff on academic activities that change the normal academic school day.
- Development of policies and strategies to improve efficiency of academic eligibility.
- Teach 21<sup>st</sup> learning skills through the Athletic Leadership Council.

#### **Newington High School Goal #2 – Social:**

- Athletic Department organization of Breast Cancer Awareness events in October
- Athletic Department organization of Coaches v. Cancer Week during Winter season
- Athletic Department organization of a Unified Sports Statewide Track Meet
- ‘Meet the Program Night’ for incoming 9<sup>th</sup> graders.
- Conduct a seasonal strength and conditioning program.

#### **Newington High School Goal #3 – Communication:**

- Weekly Communication Sheets for all stakeholders in the Athletic Department.
- Seasonal Parent Meeting to provide new initiatives and department specific goals.
- Use of [www.newingtonathletics.com](http://www.newingtonathletics.com) and tutorials on effective use.
- Pre-Season meetings for coaches, captains, and game workers.
- Encouragement of Leadership/Coach meetings.

#### **Newington High School Goal #4 – Operations**

- Development of the Weekly Communication Sheet for all stakeholders.
- Collaborate with Transportation Department by sending out daily bus driver lists.
- Seasonal Sports Sign-ups will be completed during an assigned time period.
- Update sport specific Emergency Action Plans and rehearse crisis situations.
- Revision and Implementation of Coaching Evaluation.

#### **Newington High School Goal #5 – Research and Development**

- Provide and communicate Coaching Education Programs.
- Mandating all coaches to take the Concussion Module Class or refresher (Module #15).
- Provide information regarding Newington High School Concussion Plan and Cardiac Arrest information to students, parents, and coaches.
- Attend CIAC Sportsmanship Conference.
- Encourage all coaches to utilize NFHS Education programs to improve their practice.
- NIAAA/CAAD Workshops and Conferences for Administration.

### **Department Objectives**

- To encourage student athletes to achieve success by maintaining academic eligibility rules and to keep athletics in proper perspective.
- To insure that student athletes and coaches are in compliance with all conference, CIAC, school and Newington Board of Education rules.
- To develop self-discipline, respect for authority and commitment to hard-work in our student athletes.
- To create an environment that will encourage good sportsmanship and the overall value of sport.
- To nurture a proper attitude towards winning and losing.
- To teach athletes to work together as a cohesive unit in order to achieve a common goal.
- To stress the importance of physical fitness, conditioning, healthy habits, and safety in athletics.
- To provide student athletes the opportunity to develop their maximum physical potential.
- To use athletics as a device to discourage students away from social pressures.
- To learn about the importance of sacrifice, commitment and dedication.
- To develop students into “well-rounded” individuals and guide members to obtain the skills necessary for being successful and happy in life.
- To assist student athletes that failure is an opportunity to learn
- To guide student athletes to see how parts of a whole interact to produce positive outcomes.
- To require all stakeholders to assist and support the athletic department in ensuring that all student-athletes follow and uphold the rules set forth in the student athlete handbook.

### **Respect:**

Individual rights and individual differences are valued highly at NHS. Students are expected to observe common sense standards of behavior; all directions from staff members in all matters of conduct must be obeyed. All students, staff, and teachers are responsible for insuring and protecting the rights of others to attend school without harassment, whether racist, ethnic, sexist, or religious in nature. Any person who experiences these or other forms of harassment is urged to ask a counselor, teacher, or administrator for help in eliminating the harassment in accordance with school procedures. Abusive language or behavior results in disciplinary measures as specified in the Code of Conduct.

### **Equal Opportunity**

Refer to page 6 of the NHS Student/Parent Handbook.



## **2. Interscholastic Athletic Teams**

### **VARSITY AND JUNIOR VARSITY (JV)**

<b>Fall</b>	<b>Winter</b>	<b>Spring</b>
Cheerleading	Basketball – Boys’	Baseball
Cross Country – Boys’ & Girls’	Basketball – Girls’	Golf – Boys’ & Girls’
Field Hockey – Girls’	Cheerleading	Lacrosse – Boys’
Football	Ice Hockey – Boys’	Lacrosse – Girls’
Soccer – Boys’	Indoor Track – Boys & Girls	Softball
Soccer – Girls’	Swimming & Diving – Boys’	Tennis – Boys’
Swimming & Diving – Girls’	Wrestling	Tennis – Girls’
Volleyball – Girls’		Track – Boy’s
		Track – Girls’
		Volleyball – Boys’

All teams, excluding Ice Hockey and Cheerleading, have a Junior Varsity event schedule.

### **Team Limitations**

In any given year, each coach may be forced to reduce the size of their teams due to safety concerns, space limitation and the availability of coaches. The athletic coach, hired by the Board of Education, is the person responsible for selecting student athletes to compete on a given athletic team. Final decisions will be at the discretion of the coach and Director of Athletics and within the CIAC rules.

- **Transfer after Team Limitations or “Cuts”:** A student-athlete may transfer to another sport with the consent of the coach(es) prior to that team’s first athletic contest.
- **Coach’s Discretion:** The head coach will determine whether or not a student-athlete can register for a particular sport after try-outs have been completed. (Prior to the team’s first athletic contest.)
- **Transfers:** Exceptions may be made at the discretion of the head coach and athletic coordinator for transfer students and students whose academic eligibility has been reinstated. Student behavior and academic standing will be taken into strong consideration.
- There is a ‘no cut’ policy for the Newington-Berlin-Manchester Ice Hockey Co-op team.
- Senior student-athletes are not entitled to be a member of a Varsity team.

### **The purpose of a Junior Varsity (JV) team**

JV opportunities exist to provide those student athletes, who are unable to participate on the varsity squad, an opportunity to develop skills, gain experience and appreciate the game. No student athlete is guaranteed playing time, but it is encouraged. All student athletes will earn their playing time during practice sessions under the judgment of the coaching staff. Being a member of a JV team does not guarantee that a student athlete will automatically move to the varsity level the following year.

Striving to win is important in athletics; however, compiling a great record or winning should not be the primary objective of a JV team. The development of student athletes should be the prime objective of a JV squad while at the same time acknowledging the value of winning, learning, and enjoying being a member of a team.

## Grade 9 – Freshman Sports

Newington Athletics is fortunate enough to provide several ninth-grade (freshman) teams that play a freshman schedule during the sports season. Teams are provided based on demand and need. Teams may not occur if we do not have sufficient numbers to accommodate the program.

- Sports that do not have a separate ninth-grade teams or have no team limitations accept freshman participants.
- Sports that have team limitations welcome freshman to the try-out process. Please refer to the individual teams' policies and procedures for expectations and criteria.

## **GRADE 9/FRESHMAN ATHLETIC TEAMS**

<b>Fall (</b>	<b>Winter</b>	<b>Spring</b>
Field Hockey – Girls'	Basketball – Boys'	Baseball
Football	Basketball – Girls'	Lacrosse – Boys'
Soccer – Boys'		Lacrosse – Girls'
Soccer – Girls'		
Volleyball – Girls'		

## Central Connecticut Conference (CCC) Divisional Alignments

<b>Team(s)</b>	<b>Division</b>	<b>Teams</b>
Cheerleading, Cross Country, Soccer, Girls' Volleyball, Basketball, Indoor Track, Baseball, Boys' Golf, Softball, Tennis, Outdoor Track	South - Blue	Bristol Eastern, Bristol Central, New Britain, Newington, Wethersfield
Football	Division II – West	Bristol Central, Bristol Eastern, Maloney, Platt, Wethersfield
Field Hockey	West	Conard, Farmington, Glastonbury, Hall, Northwest Catholic, Simsbury
Girls' Swim & Dive	South - White	Berlin, Conard, Farmington, Hall, Southington
Boys' Swim & Dive	North - White	E.O. Smith, Hartford Public, Rocky Hill, Wethersfield
Ice Hockey (Newington/Berlin/Manchester)	South	EO Smith/Tolland/Windham, Hall/Southington, Rocky Hill/RHAM/Middletown, Rockville/Manchester/Staffor
Wrestling	West	Conard, Farmington, Hall, New Britain, Simsbury, Southington
Girls' Golf	East	Wethersfield, Glastonbury, Manchester, Middletown, East Catholic
Boys' Lacrosse	DII	Farmington, Northwest Catholic, RHAM, South Windsor, Windsor
Girls' Lacrosse	South	Berlin, Bristol, East Catholic, Northwest Catholic, RHAM, Rocky Hill, Windsor
Boys' Volleyball	Central	Southington, Glastonbury, Maloney, Bulkeley

### **Unified Sports**

Unified Sports were created and developed to give individuals with intellectual disabilities the opportunity to train and compete in sports activities in an inclusive environment with their non-disabled peers. To be eligible for participation in Unified Sports, a competitor must agree to observe and abide by the official Special Olympics Sports Rules. Refer to the Unified Sports Handbook for full information by visiting [www.casciac.org](http://www.casciac.org) and clicking on the Athletics link and then clicking on Unified Sports.

The following Unified Sports Program are offered at Newington High School: Soccer (fall), Basketball (winter), and Track and Field (spring). Newington Unified Sports has joined the C.C.C. Unified Sports League for the sport of basketball.

### **Special Partner Eligibility**

Unified Sports Special Partners are student athletes who do not have an intellectual disability who do not play at the varsity or junior varsity level of the sport being offered each season. These Special Partners mentioned can participate as a practice only partner or a one-on-one aide for a Special Athlete during their sport's season and with the permission of their coaches may attend Unified Sports events. A Special Partner who participates in a different sport than what is offered through Unified Sports may fully participate in the program while following along with the schedule of his/her athletic team. Also, in order to be eligible a Special Partner permission form and an Athletic Department Gold Card must be filled out and signed. See Mr. Greenberg for any forms.

### **Special Athlete Eligibility**

Unified Sports Special Athletes are student athletes who do have an intellectual disability diagnosed by a medical professional. With the help of the Special Partners, Special Athletes have the opportunity to compete in an inclusive environment that normally would not be readily available to them. Special Athletes have to have a Special Olympics medical form filled out and signed by a parent and doctor along with an athletic department Gold Card filled out to be eligible for participation in the program. See Mr. Greenberg for any forms.

### **Strength and Conditioning Programs**

Newington High School strives to promote seasonal strength and conditioning programs that are offered to ALL student athletes. The summer strength and conditioning program encourages incoming freshman students to participate. Students must be medically cleared and submit a Gold Card for their upcoming sport season.

### **Academic Support Lab (ASL/After-School Help)**

Please refer to page 42 of the NHS Student/Parent Handbook for School Resources for Learning.

### Extra Assistance Program

Objective: To improve student athlete's academic performance in particular classes where they are struggling to meet an acceptable academic performance level.

Student athletes are expected to perform successfully in the classroom while participating on an athletic team. If a student athlete is having difficulty academically and receiving a grade of a "D" or "F" in any of his/her classes he/she must report to that class for a mandatory extra assistance session. If the teacher is unavailable the student-athlete must attend the Athletic Study Hall that will be offered every day after school until 2:30 during each season. **If a student athlete fails to attend one of these sessions after school he/she is not allowed to practice and/or play after school on that day.** The process will be explained to the student athletes upon their identification and entrance into the program.

### Athletic Study Hall Procedures

Objective: To improve student athlete's academic performance, provide time for students to complete homework assignments and to provide supervision for the student athletes.

- Teams are required to attend study hall until a paid coach comes to the study hall and releases the team.
- A student athlete is expected to sign in EVERY DAY to study hall.
- BEHAVIOR: The NHS Student Handbook applies to the study hall.
- TRAINING ROOM: Teams that have earlier practices have priority. The trainer will accept student athletes from study hall when he/she is finished treating athletes that practice earlier. Please check out with the monitor.
- Electronic devices are allowed during the study hall, but there are designated areas for talking on the phone. Phone conversations should be brief.
- DISMISSAL: A paid coach must come to study hall to release their teams before 3:00pm.
- Captains are held responsible to ensure that behavior expectations are enforced, and that the space used by student athletes is cleaned up and chairs are put in proper place.

## 3. Eligibility

### ➤ Academic Eligibility

- A student-athlete must earn ONE credit towards their graduation requirement during the respective quarter.
- A student's eligibility is determined on the REPORT CARD DISTRIBUTION date.
- A full year class earns ONE credit in a school year, .25 credits per quarter.
- A semester class earns .5 credits, .25 credits per quarter.
- The class must meet every consecutive school day.
- Incomplete grades are not considered passing grades, though a student can become eligible once the 'incomplete' is changed to a grade.
- Students who TRANSFER or ATTEND another high school must verify eligibility with the Director of Athletics, Coaching staff and Guidance Department prior to the start of the season.

### **Seasonal Academic Eligibility Information:**

- **Fall eligibility** – The student-athlete must earn 4 credits towards their graduation requirement. A student athlete's 4<sup>th</sup> quarter graders ARE NOT the standard.
- All incoming 9th graders are eligible for fall sports. After the 1st quarter, students in grade 9 must meet all NHS eligibility requirements.
- Students who are not eligible for the start of the fall or winter season may not participate in a sport for that season.
- Students who are not eligible for the start of the spring season (quarter 2 grades) may practice with a team if their present grades reflect they will be eligible when quarter 3 report cards come out, but cannot participate in games or scrimmages until they are determined eligible on the date of quarter 3 report card distribution. If the student does not make eligibility after quarter 3, they are removed from the team.
- Students who become ineligible in a season are removed from the team and must turn in their uniforms and issued equipment. The student will not receive any athletic recognition as they were unable to complete the seasonal requirements of being a student athlete.

### ➤ **Physical Eligibility Requirements**

- **A student athlete's physical from a physician is valid for 13 months prior to the start of the sports season.** This includes the summer strength and conditioning program.
- Student athletes must use the 'State of Connecticut Form HAR-3 Rev. 4/20/10' (blue form). This form is available from your physician or at NHS in the nurse's office, main office, or athletic office.
- The physician must 'check' the box that states, **'This student may participate fully in athletic activities and competitive sports.'**
- Student athletes must submit a Registration Packet to the athletic office prior to EACH sport season.

### **High School Sports Physicals**

- If the student athlete chooses to have a 'Sports Physical' (see below) offered by Newington High School, the parents must complete and sign the 'Newington Public Schools Permission for Sport's Physical' (pink form) OR provide a written note of approval and the front of the 'State of Connecticut Form HAR-3 Rev. 4/20/10' (blue form).
- 'Sport Physicals' will be offered by Newington High School three times a year (August, November, and March). Please refer to the NHS website, school nursing office or coaching staff for specific dates.
- Please pick-up all forms prior to your scheduled physical appointment.

### ➤ **Registration Form**

- Parent Permission is included on this form.
- Medical History is reported on this form.
- Concussion Plan and Cardiac Arrest information is included.
- Team Managers MUST fill-out a registration to be part of the team.
- **NO REGISTRATION – NO PARTICPATION – NO EXCEPTIONS!**

### **Athletic Registration Process:**

1. The COMPLETED Health Assessment Record form is returned to the Newington High School Nurses office.
2. Mrs. Mercy Hetherington will review all medical paperwork and “clear” the student-athletes.
3. The Athletic Registration and participation fee is brought to the Athletic Office.
4. The Athletic Office will verify that the student has been medically cleared and will add them to a team’s eligibility roster.
5. The Registration is then given to the respective coach, and the coach will then permit the student-athlete for practice and play.
6. A copy of the Athletic Registration is given to the Athletic Trainer and a copy is made for Athletic Department files.
7. A new Athletic Registration is required to sign-up for each athletic season.

### **ATTENDANCE:**

- Refer to page 12 of the NHS Student/Parent Handbook
- Student athletes must be in attendance for at least half of the school day to be eligible to participate on an athletic team on that given day.
- Exceptions to the attendance policy must be approved by the Director of Athletics.

### **Participation Fees:**

Each student athlete is required to pay a participation fee for each sport they participate in. The participation fee for a season is \$75.00, except for Ice Hockey, which is \$450.00. **Check MUST be made payable to NEWINGTON ATHLETIC FUND.** Participation fees will be collected during the designated registration time period for the season with the Registration Packet. Checks will be cashed after the first competition of the season. If the student’s name does not appear on the team’s regular season roster, the check can be picked up in the athletic office.

- Student athletes who are participating in a third sport during the academic calendar year will have the participation fee waived for the third, spring sport.
- Checks that are returned will have an additional \$35 charge.
- Refunds of the participation fee will not be issued after the first regularly scheduled contest.
- Students who become ineligible during a season will not be refunded.

**Waivers:** Participation fee waivers are available in the Athletic Office. Participation fee waivers are granted by the Director of Athletics and require paperwork to be filled out by the parent/guardian. If a partial waiver is granted, the parent/guardian may resubmit the partial waiver.

**Delinquency Policy:** Student athletes who have outstanding fees to Newington High School (i.e. ID cards, books, etc) will not receive their report card or progress report. Student athletes **MUST** show their coach an official copy of their report card or progress report to remain eligible. Students can find out if they owe money to NHS by logging into PowerSchool. Delinquencies can be paid in the main office from 7:20am to 3:30pm.

### **Outside Sports During Season:**

Many students wish to participate in a school or outside activity during a sports season. Although this is not prohibited, coaches do reserve the right to expect their team members to be present at all practices and contests and to fully participate. It is the athlete’s responsibility to communicate to their coaches about their participation in outside sports and outside sports practice and game schedule. Coaches reserve the right to disallow a student athlete from participating on other teams due to expectations on commitment, attendance and child’s safety.

Students may not participate on any outside team in the **SAME SPORT** during the season of the sport.

### **All-Star Competition**

The CIAC does not sanction or approve any athletic activity of an “all-star” nature. Any individuals from Connecticut schools who participate will not jeopardize their eligibility if they are not identified with their schools, do not wear school uniforms or equipment and are not subsidized by their school.

## **4. Athletic Department Responsibilities and Expectations**

### **Student Athletes**

We believe that academic responsibilities come before athletics. As members of their team, a student-athlete serves as a role model. They are admired and respected by many, including younger athletes and their behavior and actions often have a significant impact on others. The student athlete plays an essential role in the promotion of sportsmanship and they must accept the responsibility to always display high standards of sportsmanship. A student athlete:

- Will accept the responsibility and privilege they have in representing their school and community by learning and showing teamwork, sportsmanship and discipline in all aspects of the game.
- Will demonstrate respect for all individuals by exhibiting good character and conducting themselves as a positive role model.
- Will win and lose graciously.
- Will have a thorough knowledge of and abide by all rules of the game and CIAC.
- Will work for the good of the team at all times.
- Will cheer for their team, not against their opponent.
- Will congratulate opponents in a sincere manner following either victory or defeat.
- Will refrain from the use of illegal or unhealthy substances to gain an unfair advantage.

### **Athletic Department Expectations/Team Expectations**

Each team may have an extension of policies and procedures. The Newington Athletic Department recognizes each sport’s individuality. Team policies and procedures are designed to communicate expectations by the coaching staff to the student athletes and their parents. Each team’s policies and procedures are approved by the Athletic Department prior to the start of the season.

Coaches may develop higher expectations from team members than the school and athletic department. However, they may not be less restrictive than the regulations contained throughout this student athlete handbook.

- A student athlete, who has been suspended from a team due to academic ineligibility or for disciplinary reasons, may have no association with the team during official team practices or contest (i.e. may not sit on team bench, travel on team bus, be present in team locker room, attend team practices, etc.) until the student athlete has been officially reinstated.
  - Please see the academic eligibility section for exceptions to this rule.
- A student athlete who does not follow attendance rules, skips a class, or has ISS the day of an athletic contest will not participate in the contest that day.

### Athletic Department Expectations

- Equipment: Student athletes are responsible to care for all the equipment supplied by the Newington Athletic Department. If equipment is damaged or faulty, please inform your coach ASAP.
- Uniforms: Uniforms are supplied by the Athletic Department and are purchased on a five year rotation. Coaches will hand out uniforms prior to the start of the competitive season. Uniforms must be handed to the respective coach by the end-of-the season team banquet. The coaching staff is responsible for the collection of the team's uniforms. **DO NOT RETURN UNIFORMS TO THE ATHLETIC OFFICE.** Delinquencies will be used for student athletes who do not return their uniforms.
- T-Shirt Designs: Student athletes will refrain from wearing t-shirts with inappropriate logos including and/or endorsing profanity, inappropriate suggestions, alcohol consumption, and tobacco or drug use.
- Outside Jobs: We discourage outside employment for student athletes while participating on a school team. The limited number of hours available to a student-athlete after school and practice makes it difficult to be employed and still have time for studying.
- Vacation Periods: Students are expected to attend all practice sessions, including those scheduled during vacation periods. Parents are advised to check with the appropriate coach as to his/her policy on missing vacation practices. It is advisable to do this early in the school year so no misunderstanding arises relative to vacation periods.
  - Coaches will determine when the student athlete is in the appropriate condition to return to practice.
  - Practices determine student athlete's position on the team, so missed practice time may result in a change of position on the team as determined by the coaching staff.
- Away Events: All Newington High School student-athletes are expected to abide by the rules of the facility they are visiting at all times. It is also expected that:
  - Athletes will stay with your team at all times.
  - Athletes are NOT allowed leave the facility at any time, for any reason. This is considered 'leaving school grounds.'
  - Athletes will behave appropriately and represent Newington High School in an exemplary manner at all times.
- Wellness Classes: No one is excused from Wellness classes as a result of being on a NHS sports team.

### Game Day Dress (home and away competitions)

- All student athletes and team managers on the team roster, including those members who are not competing, must adhere to the "Game Day Dress" requirements.
- Game Day Dress is a way for student-athletes to present themselves in a mature, respectful and professional manner while representing Newington High School Athletics.
- Game Day Dress requirements are in effect during the entire day on all game days and may remain in effect while traveling to visiting schools.
  - Boys – Shirt (buttoned and tucked in), tie, dress pants (no jeans). Polo shirts are acceptable on excessively hot days.
  - Girls - Dresses, professional shirt or blouse, skirt (no jean skirts), dress pants
  - Footwear for both boys and girls should be professional and presentable
- Student athletes are required to wear Game-Day Dress on the day of a make-up contest.
- With approval from the Director of Athletics, the coach may modify game day dress for a special event or activity.
- Dress shorts (khaki shorts, no cargo shorts) can be worn **only on excessively hot days.** The coach and/or captains must request this from the Director of Athletics.
- Team Spirit Days: Captains may discuss with the Director of Athletics and Coach about special game day dress.



- Student athlete's that do not adhere to the Game Day Dress code may lose the privilege of participation for that day's event(s).
  - 1<sup>st</sup> consequence – Warning, correct the dress violation and possible loss of playing time.
  - 2<sup>nd</sup> consequence – The student-athlete will be ineligible to participate in the following event for a time period determined by the head coach.
  - 3<sup>rd</sup> consequence – The student-athlete will sit-out an entire contest.

### **Conflict Resolution**

Throughout an athletic season there are many positive and some negative moments that will occur. These moments are what make athletic competition so beneficial and meaningful in the development of our young student athletes. Many of these situations will have different meanings for our student athletes and may bring about issues that need to be discussed and dealt with. In order to encourage self-advocacy for our students we ask that the following procedure be followed in order to deal with all situations in an appropriate manner.

Only issues dealing with the safety, health, and welfare of a student athlete will be discussed by the coach, Director of Athletics, or the NHS Administration. The student athlete and coach can discuss other topics, such as position on the team and specific participation issues.

- A student athlete and coach should first attempt to resolve any issues.
- If the conflict cannot be resolved between the student athlete and the coach, the student athlete and their parent should meet with the coach at an agreed upon time.
- If the problem is still unresolved, then the parent should contact the Director of Athletics to establish a meeting time with the student athlete, parent, coach and Director of Athletics.
- These are the steps to be followed for the resolution of a problem:
  1. Student Athlete - Coach
  2. Parent & Student Athlete - Coach
  3. Parent & Student Athlete - Coach – Director of Athletics
  4. Parent & Student Athlete - Coach – Director of Athletics – NHS Administration
- No meetings will occur without the presence of the student athlete.
- Issues that will NOT be discussed:
  1. Playing time
  2. Captain selection
  3. Coaching strategy
  4. Other student athletes

*We understand that it is difficult to accept that your child may not be playing as much as you would hope. As a coach of an athletic team there are decisions that need to be made for the good of the team as a whole even if an individual may not believe it is in their best interest. This decision is never an easy one for the coach to make, but it is the coach's decision alone. The Newington Athletic Department always encourages what is best for all of our student athletes and if a decision has been made that a student athlete does not agree with, it is up to the student athlete and his/her family to make the decision to continue to participate.*

Student athletes and parents refer to the appropriate handbook for the following topics:

### **Bullying**

Please refer to page 21 of the NHS Student Handbook.

### **Hazing**

Please refer to page 102 of the CIAC Handbook. The CIAC Handbook can be found online at [www.casciac.org](http://www.casciac.org). Click “CIAC (Athletics Division)” in the left-hand column, and then select “CIAC Handbook”.

### **Sexual Harassment**

Please refer to page 37 of this handbook.

### **Disqualification from Play**

Please refer to page 91 of the CIAC Handbook. The CIAC Handbook can be found online at [www.casciac.org](http://www.casciac.org).

### **Substance Abuse Policy**

The Athletic Department believes that it is important that student-athletes refrain from the use of substances that are potentially harmful to them. Every sport requires proper conditioning, and substances that may adversely affect that conditioning must be avoided. Therefore, during the time a student athlete is a member of a team in season, he/she must adhere to this substance abuse/use policy.

All instances of possession, distribution, purchases or attempted purchases, use or abuse of any harmful substance shall be referred to the school administration for disciplinary action. Presence at parties or other activities at which alcohol or harmful substances are available may constitute grounds for disciplinary action. Harmful substances are defined as, but not limited to, tobacco products, alcohol, and drugs.

Use, possession, or purchase of illicit drugs, including anabolic steroids, alcohol, drug paraphernalia or the misuse of other drugs/medications will result in the **immediate dismissal** from the team for the season. The student athlete shall report any use of medication(s) prescribed by a physician to the coach. The student athlete may need to complete a planned assistance program authorized by the school in order to regain eligibility.

The sale, or intent to sell, of illicit drugs, anabolic steroids, or alcohol, will result in a 180 school day suspension of athletic eligibility. The student athlete will regain eligibility after completing a planned assistance program authorized by the school.

The use or possession of tobacco (including smoking, chewing, or use of snuff) will result in a two (2) week suspension from the team. This will include all practices and competition. A second violation of this nature will result in the **immediate dismissal** from the team for the season.

### **In-Season Infractions:**

Substance	Violation & Suspension of Games
<u>Tobacco Products</u> Possession, purchase or use	First Violation: 2 weeks of season Second Violation: Remainder of season
<u>Alcohol/Drugs (Controlled Substance)</u>	
Possession of paraphernalia	First Violation: remainder of season Second Violation: 180 School Days
Use, possession or purchase	First Violation: remainder of season Second Violation: 180 School Days
Sale or intent to sell	180 School Days for each occurrence
<u>Performance Enhancing Drugs</u>	
Use	180 School Days for each occurrence

### Out-of-Season Infractions:

Substance	Violation & Suspension of Games
<u>Tobacco Products</u> Possession, purchase or use	First Violation: 10% of season Second Violation: 20% of season Third Violation: Remainder of season
<u>Alcohol/Drugs (Controlled Substance)</u>	
Possession of paraphernalia	First Violation: 15% of season Second Violation: 30% of season Third Violation: 180 School Days
Use, possession or purchase	First Violation: 25% of season Second Violation: 50% of season Third Violation: 180 School Days
Sale or intent to sell	180 School Days for each occurrence
<u>Performance Enhancing Drugs</u>	
Use	180 School Days for each occurrence

- Photographs and other evidence of athletes in violation with the substance abuse/use policy, via the internet (i.e. Facebook and Twitter, etc.) will be investigated and may result in athletic department disciplinary action to include dismissal or suspension from the team or loss of captaincy.
- A student may practice with the team during their suspension.

A drug/alcohol offense resulting in a suspension of 25% or more will carry over to the following athletic season. This includes a spring athlete returning in the fall.

### Self-Referral for Substance Abuse

- Self-referral is not an attempt to turn in oneself *after violating the drug policy to avoid penalty*.
- When a drug dependency problem is identified with use of the above substances by the student athlete through self-referral or by a parent's referral, and is being monitored by a physician, the student athlete WILL NOT be immediately dismissed from the team, however;
  - The student athlete and present coach will collaborate with the appropriate certified personnel and develop a program of assistance utilizing the schools resources and outside agencies. The assistance team will then monitor and report progress.
  - Dismissal from the team will result if the student athlete fails to complete the program of assistance.
  - The student athlete WILL BE immediately dismissed from the team upon the next incident of any substance abuse violation.

### Athletic Discipline Referrals

When a disciplinary concern is reported by a team member, teacher, custodian, coach, administrator, or member of the community, the following will occur:

- The student athlete is referred to the appropriate coach and the Director of Athletics.
- The Director of Athletics will make a determination if further disciplinary action or a referral to high school administration is necessary.
- The Director of Athletics, Assistant Principal and/or the Principal will hold a due process hearing. Meanwhile, the student-athlete is suspended from practice and play.

- The student athlete is informed of the charges.
- The student athlete is given the opportunity to give his/her side of the story.
- The Director of Athletics, Assistant Principal, and/or Principal will make a decision within a reasonable period of time.
- The student athlete and parent/guardian will be notified of the decision.
- If the Director of Athletics, Assistant Principal and/or Principal determine a violation exists, the student-athlete will be held accountable to the disciplinary action associated with the violation.
- Depending on the severity of the incident, the Athletic Department has the right to revoke any captaincies. This applies to current and future captains, in or out of season.

Notification: **The response to infractions depends on both the frequency of the infraction and the severity of the action.** It is impossible to list all the possible infractions. The discipline recommended for each office referral is suggested as a guideline to administrators. Coaches are expected to handle minor situations prior to a disciplinary referral. Final decisions will be made by the administration.

### **In-School Suspensions (ISS) and Saturday Detentions**

#### **In the event a student athlete commits an infraction that warrants an in-school suspension (ISS) or Saturday detention:**

- A student athlete who receives an ISS will automatically serve a one game suspension. In addition, the student athlete will not be allowed to participate in after-school athletic activities on the date(s) of the ISS. If the one game suspension is not served on the day of the issued ISS, then the student-athlete will miss the NEXT regularly scheduled contest.
- Student athletes who receive and serve Saturday detention are not allowed to participate in practice or a contest on the Saturday served. A one game suspension must be served as a result of the Saturday detention, whether the contest is that specific Saturday or the NEXT regularly scheduled contest.
- If a student athlete skips a detention, ISS or Saturday detention to participate in practice or a contest, that student athlete will be subjected to extended consequences from the coach and NHS Administration.
- A student athlete who does not follow attendance rules, skips a class, or has ISS the day of an athletic contest will not participate in the contest that day.

### **Athletic Leadership Council**

The Athletic Leadership Council vision: In the tradition of providing leadership instruction, the Newington High School Director of Athletics, Christopher Meyers, will conduct periodic meetings with seasonal captains to develop a culture of leadership throughout the athletic program. The participants will be responsible for organizing a leadership based initiative each season for the betterment of the department.

### **Captains**

Team captains represent themselves, their teams, their coaches and Newington High School. Team captains will be selected by the system the head coaching staff agrees upon. Captains are student-athletes who strongly exemplify the C.A.R.E.S. vision of the Newington Athletic Department.

#### **Qualities of a Captain**

- A leader – showing the way and setting a good example.
- Respected by team members.
- Sets high goals for themselves about their abilities.
- Importance of academics! Never misses a class, prepares assignments accurately, and always is on time. Regular study habits.

- Team player and appreciates team glory. Makes sacrifices for the team.
- Reacts to defeat with a determined effort and resolve.
- Prepared physically and maintains top condition year round.
- Accepts and learns responsibilities thoroughly.
- Takes advice easily, eager to learn, easy to approach, and abides by rules.
- Steps-up to challenge when things do not go as planned.
- Has the intent of getting better in practice every day.
- First one there, last one to leave.

### Responsibilities of a Captain

Selection as a captain of an athletic team is an honor and a privilege. The captain's responsibilities begin when he/she is selected and continues throughout the season. Each captain is responsible for upholding the expectations listed below:

- Attend the Athletic Leadership Council meetings held throughout their season(s).
- Set an example of sportsmanship and good behavior at all times.
- Assist coaching staff with duties such as: water, ice, med-kits, bus checks, study hall monitoring, home event operations, etc...
- Conscious of greeting the other team as they enter our facilities. Things to be communicated: bathrooms, locker-room, water, ice and the location of the Trainer.
- Captains Practices – The Newington Athletic Department in NO WAY condones, promotes, or supports the concept of captains' practices.
- Captains who engage in any of the serious violations as outlined under the policies and procedures for student athletes will result in the removal of their title as a team captain. Any behavior by a captain deemed inappropriate by the athletic administration may result in removal of their title as team captain.

### Team Managers

- Team Managers must complete a Registration Packet to serve as a member of the team.
- Managers do not need to be physically cleared by the school nurse UNLESS they participate in "workouts" and/or practice.
- Managers are held to the same academic eligibility as all student-athletes.
- Managers DO NOT have to pay a participation fee.

### Expectations of Parents

- Be positive with your athlete. Let them know that they are accomplishing something by being a part of a team.
- Do not offer excuses to your athlete if he/she is not playing. There is usually a reason for it. Encourage your athlete to advocate for themselves.
- Do not criticize your athlete's coach in front of your athlete. It will distort their perception of the coach and overall attitude toward playing.
- Always encourage your athlete to put forth their best effort.
- Insist on good grades all year long.
- Do not compare or contrast athletes with a family member who previously played. Each athlete is unique in their own way.
- Being a fan does not entitle you to be belligerent or abusive towards players, coaches, opponents, officials or your son/daughter. This type of behavior is embarrassing to your child, and may result in being prohibited at contests.
- Encourage your athlete to play for the love of the game and what participating in a sport teaches about life and adulthood. De-emphasize playing for scholarships or college admission.
- Keep the game in perspective and always be a role model of sportsmanship

### **Game Officials**

The official is responsible for assuring the safety of the players, the management of the contest and the enforcement of sportsmanship standards during the game. By controlling the game and demanding that players and coaches follow sportsmanship standards, officials enhance the event and defuse inappropriate behavior by everyone, helping to ensure the integrity of fair play.

- Will be fair and impartial at all times.
- Will keep calm and poised and will not exhibit emotions or argue with players or coaches when enforcing a rule.
- Will encourage and enforce good sportsmanship and understand his or her role in controlling not only the game, but also the safety and welfare of players and the contest environment.
- Will be fully knowledgeable of the rules of the game.
- Will not tolerate unsportsmanlike behavior on the part of players or coaches and must provide timely and appropriate ruling when such is displayed.

### **Sporting Event Expectations**

#### **Expectations of Spectators, Students, and Other Fans**

- Always support teams in a positive manner.
- Display appropriate signs and select appropriate cheers.
- Refrain from yelling derogatory comments at officials, coaches, or participants.
- Singling out individual players or numbers is not permitted.
- Remove hat during the playing of the National Anthem
- Stand at attention and remain quiet throughout the playing of the anthem.
- There is a charge for most home events that start at 5:00 p.m. or later. This charge helps defray the cost of officiating, contest support personnel, and security.
- Advocate that any spectator who continually shows poor sportsmanship be directed not to attend future contests.

#### **Away Events (As a participant or spectator):**

NHS Students will be held accountable for their actions and behaviors at away contests within the guidelines of the NHS Student/Parent Handbook. Spectators who are identified as not abiding by the sportsmanship standards set forth by Newington High School and other CIAC member schools, will be subject to suspension or ban from attending athletic contests.

#### **Home Event Gate Fees:**

All varsity home events at NHS are subject to a gate fee after 5:00 pm. Gate fees are \$5 for adults, \$2 for students and seniors. Children in grade 5 and under are free. Events sponsored by the CIAC and CCC are subject to the rates set by those agencies.

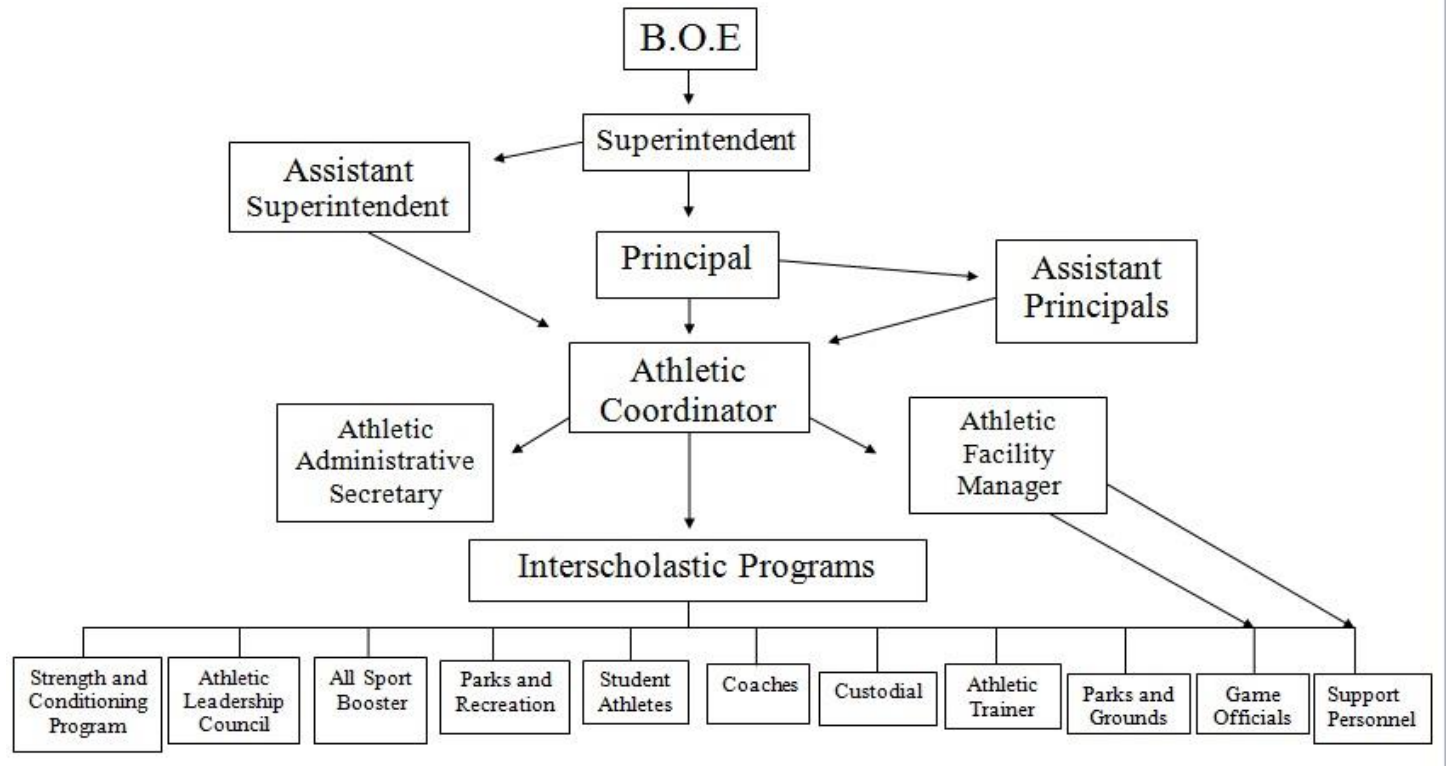
#### **Statement on Sportsmanship**

We are proud of our record in competitive sports here at Newington. Our pride goes beyond the team and the game. All spectators at our athletic events are reminded that they are guests at those contests and proper behavior is expected. Any spectator not abiding by the principles of good sportsmanship will be asked to leave the contest and may have the privilege of attending future contests revoked. Civility by all concerned promotes a positive atmosphere for athletic competition.

**Ways to Promote and Display Good Sportsmanship:**

- To emphasize the proper ideals of sportsmanship, ethical conduct and fair play.
- Maintain self-control at all times, do not start up rivalry.
- To establish a pleasant relationship between visitors, hosts, and officials.
- To respect the integrity and judgment of sports officials.
- Accept the results gracefully and act courteously at all times.
- Applaud during introduction of players, coaches, and officials for both teams.
- National Anthem – Stand at attention and applaud when the anthem is finished.
- Applaud at the end of contests for the performances of all participants.
- Shake hands with opponents and coaches at the end of contest, regardless of outcome.
- Seek out opposing players and coaches to recognize them for good play.
- Recognize that the basic purpose of our athletic program is to promote the physical, mental, moral, social, and emotional well-being of the individual players.
- Always show concern for injured players, regardless of which team they play for.
- Always strive to represent yourself, your team, your school, and your community with class and integrity.

**Department Hierarchy**



**Director of Athletics**

A Director of Athletics requires a detailed vision for the development, improvement, and maintaining of the athletic department. The tasks of scheduling, procuring and expending funds, contest management, hiring and evaluating personnel, facility management, and conflict management, combined with the constant interruption characterized by the tasks of the job demand that the Director of Athletics possesses a high degree of organizational skills. The Director of Athletics monitors the purchase, inventory and care of such items as uniforms, large equipment and consumable equipment while prioritizing the varied urgencies and needs of the unique athletic programs. The role of coordinating schedules for competition, facilities, transportation, workers, and officials requires high levels of communication.

The Director of Athletics is a resource for personnel who recruit, hire, maintain, and educate coaches and other athletic staff with educationally sound philosophies, exemplary behavior and strong values. The Director of Athletics must at times be a philosopher, writer, articulate communicator and disciplinarian in regard to the development and enforcement of policy, codes of conduct and handbooks. The Athletic Administrator must make it a goal to provide vision while providing each participant and guest with the best possible experience.

The Director of Athletics creates a climate that supports progress toward the established goals and expectations, continuously monitors and assesses progress, and intervenes in a supportive and corrective manner when necessary.



## **Athletic Faculty Manager**

### **Game Officials**

- Preparing paid authorization slips for game officials
- Welcoming buses, police, officials, and visiting teams
- Collecting or arranging the 'paid authorization slips' from officials

### **Game Workers**

- Scheduling and supervising game workers for home events
- Provide 'paid authorization slips' for game workers
- Calculating revenue from home events

### **Home Event Operations**

- Checking readiness of facilities
- Providing game clocks, National Anthem, and microphones.
- Designating home/visitor seating arrangements
- Shutting down and securing facility following each event

### **Athletic Department Duties**

- Assist with game scheduling
- Storage and distribution of athletic supplies
- Distribution of awards letters, pins, and certificates
- Collect and balance participation fees
- Other tasks deemed by the Director of Athletics

## **Athletic Game Workers**

Game workers for home events include: tickets sellers, ticket collectors, crowd control, announcer, scorekeeper, parking lot attendant and sometimes officiating.

## **5. Code of Conduct**

### **Privilege of Student-Athletic Participation Statement**

It is essential that students and parents realize that participation in the Newington High School Athletic Program is a privilege and not a right enjoyed by all students. The privilege is extended to those students willing to comply with reasonable rules and conditions.

Behavioral expectations are high and a willingness to live up to them is part of being a member of a team. In many cases, the expectations for all student athletes will be greater than that of students not involved in athletics. For this reason, each athletic team member understands that by registering for a sport is a commitment indicating that the athlete and his/her parents recognize and understand this responsibility, and that they are willing to adhere to the basic concepts of good citizenship, proper training regulations and the positive example with which every athlete should be identified. Any violation of these basic concepts may result in removal from a program.

If a student feels the rules for participation on an athletics team are too demanding, that he/she will be unable to say “no” when pressured by others to break training rules, that his/her individual rights are too important to conform to team rules, then he/she should elect not to become a candidate for that team.

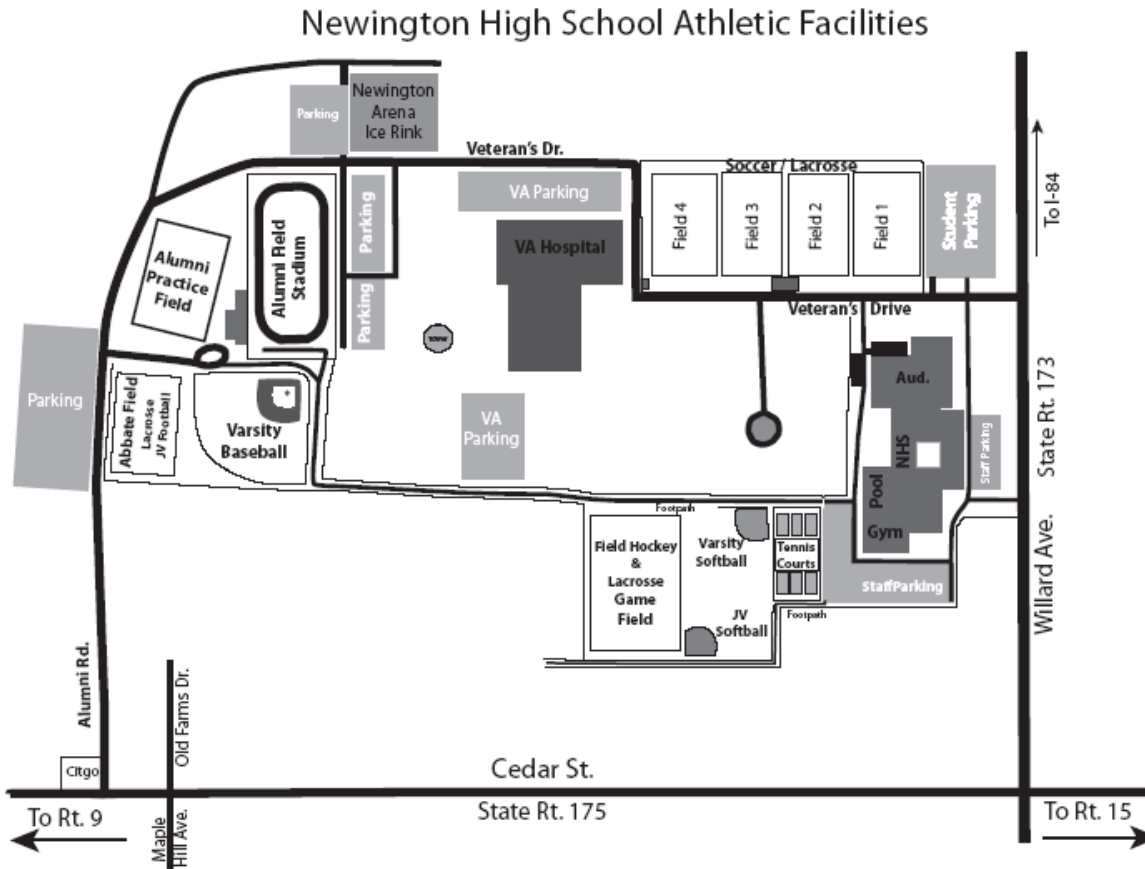
All student athletes are expected to act with integrity and class at all times. **Unsportsmanlike conduct will be handled on a case-by-case basis.** Student athletes who do not meet the behavioral expectations may be subject to disciplinary action by the head coach, Director of Athletics, and school administration ranging from temporary suspension to permanent removal from athletic teams and/or athletic events.

### **Student Athlete’s Rights and Responsibilities**

Each student athlete participating in a Newington High School athletic program has a right to participate in a program that is free of harassment in any form (i.e. race, creed, color, gender, ethnicity, physical or mental disability, sexual orientation and religion). Any concerns related to actions by coaches or others that are questionable in nature must be reported to the Administration.

- All student athletes have a right to due process.
- Coaches must provide student athletes with an opportunity to be heard before deciding on an appropriate action.
- Consequences for violation of team/school policies may vary from a warning to dismissal from a team.
- All student athletes may appeal a coach’s disciplinary action to the Director of Athletics.
- Parents are advised to encourage their student-athlete to work out his/her problem with the coach and Director of Athletics.
- There are instances when the Principal and/or Director of Athletics may adjudicate the case.
- During a disciplinary hearing with the Principal and Director of Athletics, the student athlete and his/her parent/guardian may provide information relevant to the case.
- The determination made in the case shall be final.

## 6. Facilities



### Newington High School Facilities –

Gymnasium, Pool, Cafe, Wellness Center, Locker-Rooms, Room 110, Trainer's Room, Perlini Field House, Frank O'Rourke Track

- No one is permitted in any of the Newington High School facilities unless it is during a designated practice period and with authorized personnel present.
- At no time is it permissible for individuals or groups to workout or practice in any of the Newington High School facilities without authorized supervision present.
- At no time will individuals or groups be working out in any of the Newington High School facilities while other teams are having an official practice or contest, unless they are under the direct supervision of a coach.
- Abide by all safety rules and regulations posted in all of the Newington High School facilities.
- Athletes practicing in any of the Newington High School facilities for one sport must refrain from using equipment not specifically designated for their sport.
- In-season sports have priority of use of the Newington High School facilities.
- Please keep all Newington High School facilities clean of any garbage.
- For everyone's health and safety, please wipe down any fitness equipment when done using.

### Student's Responsibility for Safe Facilities

Our athletic department is always aware of safety. Please report any issues with the facilities or damage done. Reporting issues is a service to the entire community. Please direct any issues or questions regarding any of the Newington High School facilities to any member of the athletic department or custodial staff.

### **General Expectations**

1. Cleats **MUST NOT** be worn in the building for any reason. This includes the hallways and locker-rooms. Please see consequences.
2. Students **MUST** be out of the hallways at 2:30pm. Only students in a school related activity, with supervision, should be in the hallways. Waiting for a practice to start is not an excuse.
3. Student athletes should not be hanging around locker-room areas for any reason. The locker-rooms are not supervised.
4. All valuables should be locked in a locker. A \$5 lock saves a lot of grief for stolen cell phones and iPods.
5. Students may not be throwing and catching or playing with equipment in the hallways, locker-rooms or lobby. The ball will be confiscated and returned to the head coach.
6. Water buckets must be emptied and dried after each use. Please see the athletic trainer for procedures and storage space.
7. Med-Kits must be filled weekly or bi-weekly. The team captains are responsible to have this done before each game.
8. Practices and team warm-ups should not be started without a certified coach present.

### **Lockers**

- Lockers are the property of the school and will be inspected periodically for damage or to protect the safety of the students and the building.
- Students can be charged for vandalism to the lockers.
- Valuables should not be stored in lockers; students are responsible for all items stored.
- Students should not give their combination to others, even close friends.
- Canine searches conducted by the Newington Police Department may be done periodically to assure the safety and protection of all Newington High School students.

### **Trainer's Rooms:**

The Trainer's Rooms at NHS and the Ernest L. Perlini Field House are places for care and treatment. The rooms are not meant to be a hang out or social gathering place. The following rules also apply:

- No cleated shoes or bare feet permitted in the training room.
- No balls, bats, etc., are permitted in the training room.
- Foul language is not permitted.
- No food or beverages are permitted in the training room.
- No supplies or materials are to be taken or used without the approval of the trainer.
- Athletes in season have priority from the trainer. Teams traveling to away events or facilities will also have priority.
- All reusable materials (braces, ace wraps, etc.) must be signed out and returned in a clean, sanitary form after completion of injury rehabilitation.

### **Ernest L. Perlini (ELP) Field House**

The rules for the facilities at the field house are listed below and should be followed at all times:

Strength and Conditioning Weight-Room, Lower Level Classroom, Locker Rooms, Trainer's Room

- No one is permitted in any of the field house rooms without authorized personnel.
- Abide by all safety rules and regulations (posted in the facility).
- In-season sports have priority use of the field house rooms.
- Please keep the field house rooms clean of any garbage.
- For everyone's health and safety, please wipe down the fitness equipment when done using.

- No food or sunflower seeds are permitted in the locker-rooms or weight-room.
- A coach or captain should ensure the cleanliness of the facility each day after use.

### **Field House Weight-Room Policies**

In order to facilitate the safety of all athletes and the overall best use of the facility the following guidelines are set forth. **Any violations will be dealt with accordingly and may result in a banning of field house usage by an athlete and/or sports team.**

- No athlete will be allowed to workout unsupervised. A coach must be present and **IN THE WEIGHT ROOM at all times**.
- All athletes will wear proper attire during training sessions. This means athletic team apparel and supportive footwear. Functionality trumps fashion so leave the jewelry at home.
- Athletes should **enter and exit** the Field House **through the locker room**. Leave and/or lock up valuables in the lockers provided.
- Use proper technique when performing lifts. Following the instructions of your coach and use the posters as a model.
- **IF YOU DO NOT KNOW HOW TO PERFORM A LIFT, ASK!**
- Work hard and expect others to work hard. This is not an environment that will tolerate poor work ethic so come prepared to give your best effort.
- Keep it clean. **We all live and work here so clean the benches, re-rack your weights, and pick up after yourself. Have pride in yourself, your team, and in the Newington sports family.**

### **Ernest L. Perlini Field House Parking**

- When the yellow cones are placed at the bottom of the ELP Field House, students are not allowed to park in the upper parking lot.
- Parking is **restricted** at the upper parking lot and turn-around located by the ELP Field House. Parking is reserved for administration, trainer/EMT, game officials, coaches, and handicapped individuals (sticker required).
- Public parking is prohibited at the upper parking lot area during NHS athletic functions.
- Public parking is available in the gravel lot across from the entrance, or in the parking lot area near the V.A. Hospital (visitors' entrance gate). Do not park in the areas reserved for the V.A. Hospital.
- Multiple parking violations will result in loss of school parking privileges or even being towed at the owner's expense.
- Parents dropping off or picking up their children for practices or games are asked to do so at the base of the driveway entrance, or at the V.A. parking lot area near the visitors' entrance gate.
- Please cooperate with NHS parking policies to ensure the safety of all stakeholders.

### **Off-Campus Facilities:**

Our off-campus athletic facilities are: John Wallace Middle School, Martin Kellogg Middle School, The Mortenson Community Center, Mill Pond Park, Indian Hill Golf Club, Newington Arena Ice Rink, and Clem Lemire Complex.

A few teams practice and compete off the NHS campus. Wherever that may be, we are guests. Always treat the individuals and facilities with the utmost respect and follow all rules posted at those sites. Issues that concern behavior and respect will not be tolerated and will result in disciplinary action.

Student athletes traveling by vehicle to or from practice or game facilities on or off site may not transport other student -athletes under any circumstances

## **7. Transportation**

### **Student Expectations:**

Students riding on school buses shall be expected to behave in an orderly manner which is conducive to the safety and comfort of their fellow students and themselves. Students not behaving accordingly will be reported to the building principal by the bus driver. A student may be reported for any of the following reasons: violation of safety procedures, destruction of property, fighting, pushing, tripping, excessive mischief, vandalism, eating, drinking, littering, rude, discourteous annoying behavior, unacceptable language. Having our own transportation system is a tribute to the Town of Newington. Please respect the bus driver and treat the bus as if it were your own.

### **Consequences**

Any misconduct reported to the principal will be investigated and necessary disciplinary action will be taken. Such action can include suspension of bus riding privileges.

### **Bus Conduct**

- The bus driver is in complete charge of the bus and those being transported.
- Students must remain seated at all times while the bus is in motion.
- No students shall leave the bus without permission from the driver or school authorities.
- Students who damage or deface bus or equipment on the bus will be held liable for such damage.
- Inappropriate behavior of any form or manner will not be tolerated.
- The bus is to be kept clean.
- Bags, water buckets, equipment, etc., should not block aisles.

### **Student Policies**

- Student athletes must travel to and from all contests on the team bus.
- Student athletes traveling by vehicle to or from practice or game facilities on or off site may not transport other student-athletes under any circumstances.
- **TRAVEL RELEASE** - Parents may transport their own children to or from athletic contests by filling out a Travel Release Form within a **48-hour notification** to the Director of Athletics. In emergency circumstances, the Assistant Principals may approve the release.
- Travel Release Forms not handed directly to the Director of Athletics may be left with the Athletic Secretary or placed in the Director of Athletics's mailbox in the main office.

## **8. Safety and Athletic Training**

### **Emergency Action Plans**

Student Athlete's Responsibility of Safety Statement: The safety of all student athletes should be a priority, and the student athlete should always keep this in mind during practices and games. If you have any areas of concerns regarding playing conditions (i.e. weather, hazardous conditions on the field, defective equipment, etc.), please mention them to one of the coaches immediately. Please be aware of your safety at all times – being proactive in this regard is a valuable life skill that will benefit you and your community.

### **Newington High School – Pool Safety Plan**

Refer to page 41.

### **Athletic Trainer – Mr. Lemmy Figueroa**

Athletic training services are available for all sports teams. On field game coverage is limited primarily to varsity sports, due to the number of games. The athletic training staff will also provide care for teams visiting NHS. If a coach or player ever finds themselves in a situation where the trainer is needed and the athletic trainer is not available, call **1-877-662-5633** for immediate assistance. For serious emergencies 911 should be called immediately.

During the fall season, the athletic trainer is in the indoor training room from approximately 2:00-3:00pm. After 3:00pm, the athletic trainer will be tending to practices and games. Please check the training room door for the schedule.

- All injuries sustained while participating must be reported immediately to a member of the student athlete's team's coaching staff or the team's athletic trainer.
- Student athletes should not try to treat their injuries without consulting their coach or trainer.
- When playing at away sites, the home team athletics trainer or the team coach will administer medical treatment.
- Coaches will exercise responsibility involving all incidents concerning their athletes.
- In the event a student must be transported for emergency treatment, a family member or assistant coach will ordinarily accompany the injured athlete.
- If an injury requires a physician's attention, the injured student athlete must present written authorization from a physician before he/she may return to practices or games. Copies of the authorization must be given to the school nurse and the athletic trainer.
- Athletic trainers at the high school have the authority to restrict a student athlete's participation. Decisions are based on what is best for the student athlete's present and future health.

### **Return to Play Decision after an Injury**

In order to return the student athlete safely back to sport participation, coaches and student athletes must immediately inform the athletic trainer of all injuries sustained while participating in sports. Medical referrals will be made when deemed necessary. A physician has the final responsibility to determine when a student-athlete is removed or withheld from participation due to an injury or illness. In addition, clearance for that individual to return to activity is solely the responsibility of the team physician or that physician's designated representative, the athletic trainer. Athletes must report to the athletic trainer post medical referral in order to discuss return to play options.

- Crutches
  - Students are responsible for providing a note from either the athletic trainer or a physician to use crutches in school. No student will be allowed to use crutches in the school without documentation.
- Concussions
  - Must complete the NHS 'Concussion Protocol'
    - A physician's note to return to practice and play.
  - The athletic trainer must evaluate the student-athlete as symptom free.
    - A referral by trainer will be needed to return to the sport.

### **Accident Reports**

All injuries that occur while participating on an athletic team are to be reported to the appropriate coach who will fill out an injury form and turn it in to the Athletic Department Office. This report should be completed the day of the injury or within 48 hours. Parents are asked to follow up with the specific member of the coaching staff to ensure the paperwork is submitted in a timely fashion.

### **Insurance Information**

Newington Public Schools has interscholastic insurance coverage for injuries sustained by students while participating on the High School interscholastic sports team.

The following are the conditions under which claims may be submitted to the insurance carrier:

- It is the responsibility of the parents to first submit their child's bills for all injuries sustained through sports to their insurance carrier.
- After a denial for payment from the student's health insurance carrier, a bill may be submitted to the school interscholastic insurance carrier.
- By adhering to the above procedure, consideration for reimbursement under the interscholastic sports coverage plan will be promptly evaluated by the Newington Board of Education's insurance carrier.
- The insurance policy paid for by the Board of Education is secondary coverage that becomes effective after a parent's insurance company has paid out its maximum benefit for an injured athlete.
- Questions concerning insurance coverage should be addressed to the school Business Office. Please contact Kathy DeBoer in the Business Office.

### **Medication**

For medication to be given in school, a written order from a licensed physician or dentist and the written authorization of the student's parent or legal guardian must be submitted to the nurse's office. Unauthorized use of medications by students during school hours is not allowed. If a student who does not have an authorization is observed carrying or taking medication, the observer shall inform the school nurse or principal. The remaining medication will be confiscated and the parent or guardian will be contacted. An authorization form is also required to be on file in the Health Room for any student who is to self-administer any type of medication. Medication authorization forms can be obtained from the school nurse.

## **9. Newington High School Athletic Awards & Scholarships**

### **Athletic Department Awards**

- Athletic Awards and Scholarship Night
- Individual Award/Banquet ceremonies are held according to team, and are usually funded by a booster club or parent support group

#### **George Brinley and E. Joyce Jamer Awards:**

The George Brinley Memorial and E. Joyce Jamer Awards are awarded each year to the top female and the top male senior athletes in the Newington High School graduating class. These are annual awards presented to the seniors who, in the opinion of the head coaches, have shown outstanding achievement, have brought recognition to Newington High School or the town, and have been an inspiration to their teammates and to the student body. To be considered for these awards, you must be a multi-sport athlete who has competed in a minimum of two different sports while a student athlete at Newington High School.

#### **Career Sportsmanship Award:**

Career Sportsmanship Award is awarded each year to a senior female and male student-athlete who has displayed exemplary sportsmanship during their athletic careers at Newington High School.



### **Athletic Team Awards**

- **Varsity Letter and Team Pin** – First-time Varsity Letter achievement in a sport.
  - Achievement of a Varsity Letter is indicated in the Team’s Policies and Procedures.
- **Bar** – A ‘Bar’ is awarded for those student-athletes who achieve a Varsity Letter in the same sport beyond their first-time Varsity Letter for that sport.
  - i.e. If a sophomore earns a varsity letter and team pin in football, each year after they are considered varsity, they earn a bar
- A student athlete is not eligible to receive an award (i.e. athletic letter, pins, certificates, team awards), if they have been permanently suspended from the team for academic or disciplinary reasons, during any part of the season, nor can they participate or be recognized at athletic team banquets or senior recognition events, (i.e. senior nights, etc).

### **Certificates:**

- Varsity student athletes will receive a Varsity Certificate.
- JV and freshman student athletes receive an Athletic Certificate for participation.
- Managers will receive an Athletic Certificate.

### **All-Conference/All-State Recognition**

All-Conference selections are selected by the divisional CCC head coaches. Each sport is allowed a designated number of All-Conference selections by Division. Selections are based on performance, ability, and statistics. Team sports are usually selected by position. In Individual sports, like Track and Field, Swimming, and Tennis, the candidates are awarded by specific performances, usually conference championship meets/tournaments.

All-State selections are chosen in the same manner as All-Conference, yet there are a greater number of student-athlete candidates. Selections are done by the State division your sport falls into – either the Class L or Class LL. Ask your coach what Class (division) your sport competes.

### **All-Conference Academic Team/All-State Academic**

All-Conference Academic team is rewarded to varsity athletes who receive High Honors in a given grading quarter. Fall sports are aligned with the first quarter grades, winter sports are aligned with the second quarter grades, and the spring sports are aligned with the third quarter grades.

All-State Academic awards are given to varsity student athletes who achieve the specific sports academic standards. Not all sports have an All-State Academic Award. Consult with your head coach to see if your sport offers this award.

## **Scholarships**

Did you know that there are over fifty scholarships available through the Guidance Department? The scholarships pertain to specific sports, heritage and gender. Ask your guidance counselor or Guidance Department secretaries for the Scholarship Information Booklet and deadlines. **Applications available in the Main School Counseling Office**

- **JOHN J. ABBATE MEMORIAL SCHOLARSHIP** (\$500)

**Criteria:** A male senior currently on the Newington High School varsity football team who is planning to attend a four year college. Selection is made on academic background, superior character, sportsmanship and financial need.

- **FRIENDS OF FOOTBALL SCHOLARSHIP – VARSITY FOOTBALL AWARD** (2 awards of \$1000)

**Criteria:** Senior male currently on the varsity football squad. Based on scholarship, character and financial need.

- **RICHARD C. HASTINGS III MEMORIAL SCHOLARSHIP** (\$500)

**Criteria:** A Senior male or female student athlete who plans to continue his or her education beyond high school. Based on superior character, academic performance and financial need. Preference given to wrestlers.

- **SOCCER CLUB OF NEWINGTON – KERRI LEE DONLIN MEMORIAL SCHOLARSHIP** (2 awards of \$500)

**Criteria:** Senior male and female who is attending Newington High School and has maintained active participation in the Soccer Club of Newington through playing, coaching or refereeing. Based on sportsmanship and teamwork.

- **SGT. LUKE STANFORD MEMORIAL FUND -**

**Criteria:** A male senior on the Newington High School varsity football team who is planning to attend a two or four year college. Student must be from a single parent household. Selection is based on academic background, sportsmanship, integrity, personality and determination.

- **JACOB LAWRENCE MEYERS MEMORIAL SCHOLARSHIP**

**Criteria:** A Senior student athlete who intends on continuing their education after high school. Based on a student who has shown strong moral character and work ethic while at Newington High School. Preference given to student athletes who have shown courage when faced with adversity.

Check with your teams' BOOSTER CLUB to see if they offer any scholarship opportunities.

## **10. NCAA – College Athletics**

### General Information

Colleges look at academic excellence and leadership as well as all-around athlete and best player. The importance of the SAT's cannot be stressed enough. **Student athletes are recommended to register for the NCAA Clearinghouse at the end of the junior year.**

Visit [www.newingtonathletics.com](http://www.newingtonathletics.com) and choose the NCAA link under “Homepage Resources” for a comprehensive look at NCAA information.

### NCAA Night

The Athletic Department will hold an informational meeting in the fall for all student athletes interested in gaining more information about the process of playing sports at the Division I or II level.

### NCAA Clearinghouse:

If you intend to participate in Division I or II athletics as a college freshman, you must register and be certified by the NCAA Initial Eligibility Center. High School counselors may obtain registration materials, at no cost, by telephoning the Clearinghouse at (319) 337-1492. Counselors will provide a Student-Release Form and a red brochure titled “Making Sure You Are Eligible to Participate in College Sports”. The release form must be completed by the student, mail the top white copy with a \$30.00 registration fee to the Center. Give the yellow and pink copies the counselor who will send the yellow copy along with your transcript to the Center. After you graduate, your counselor will send a copy of your final transcript that confirms graduation.

For more information, please go to [www.ncaa.org](http://www.ncaa.org). Click on “Student Athletes and Parents” in the “Custom Home Pages” section. You may also visit the Clearinghouse Website at [www.ncaaclearinghouse.net](http://www.ncaaclearinghouse.net).

**IF YOU HAVE ANY QUESTIONS ABOUT NCAA ELIGIBILITY, PLEASE CALL THE NCAA INITIAL-ELIGIBILITY CLEARINGHOUSE TOLL-FREE AT 877-262-1492.**

### Intercollegiate Level:

Contact a member of the guidance department for information and ask your coach to assist you in selecting a college that will meet your needs. All high school students who wish to practice and compete for a Division I or II Institution must register with the NCAA Initial Eligibility Clearinghouse. See your guidance counselor for more information, including requirements to be eligible for practice/competition and athletically related financial aid in the first year of collegiate enrollment.

## **11. Resources**

The 2015-2016 Newington High School Student Athlete Handbook was developed by using several resources to compile policies and procedures.

- Newington High School 2009 – 2010 Student/Parent Handbook
- Wethersfield High School 2009 – 2010 Student/Parent Handbook
- Newington High School 2007 – 2008 Student-Athlete Handbook
- C.I.A.C. 2012 – 2013 Athletic Handbook
- Blue Mountain School District (PA) 2008-2009 Student-Athlete Handbook
- Middletown High Schools 2008-2009 Student-Athlete Handbook
- Amity High School 2008-2009 Student-Athlete handbook
- Southington Public Schools 2007 – 2008 Student-Athlete Handbook

- Glastonbury High Schools 2007 – 2008 Student-Athlete Handbook
- East Hartford High Schools 2007 – 2008 Student-Athlete Handbook
- N.A.S.P.E. – National Standards for Athletic Coaches

### **Websites**

[www.newingtonathletics.com](http://www.newingtonathletics.com) – Newington Athletics website

[www.ciacsports.com](http://www.ciacsports.com) – CIAC athletic schedules and scores

[www.centralconnecticutconference.org](http://www.centralconnecticutconference.org) – Central Connecticut Conference

### **Telephone Contacts:**

Director of Athletics, Christopher Meyers.....	860-666-5611 Ext. 1188
Asst. Director of Athletics, Dana Morris .....	860-666-5611 Ext. 1187
Mr. Lemmy Figueroa, A.T.C., Certified Athletic Trainer.....	860-666-5611 Ext. 1187
Mr. Seth Greenberg, Unified Sports Coordinator.....	860-666-5611 Ext. 1528
Mrs. Mercy Hetherington, Head Nurse.....	860-666-5611 Ext. 1164
Mr. Enzo Zocco, Doran House, Asst. Principal-Facilities.....	860-666-5611 Ext. 1251
Ms. Elise Plocharczyk, Admin. Secretary-Facilities.....	860-666-5611 Ext. 1250
Newington Parks & Recreation.....	860-666-8666

### **For Scheduled Events and Cancellations:**

**The Athletic Event Hotline..... 860-666-5611 Press 5, then 1**

**NHS sport schedules and directions to away and home games can be accessed on the internet at [www.ciacsports.com](http://www.ciacsports.com) or [www.newingtonathletics.com](http://www.newingtonathletics.com).**

# Harassment Is ILLEGAL

**SEXUAL HARASSMENT IS PROHIBITED** based on Federal Law - Title IX of the Education Amendments of 1972, and State Law – Sec. 10-15c. Harassment based on sexual orientation is also protected under State Law – Sec. 10-15c.

**FOR STUDENTS:** Sexual harassment is **unwanted and unwelcome** behavior of a sexual nature which interferes with a student’s right to learn, study, work, achieve, or participate in school activities in a comfortable and supportive atmosphere. You have a right to participate in all school and classroom activities in an atmosphere free from sexual harassment. You have a responsibility not to engage in sexual behaviors that are unwelcome or offensive to others.

**Examples of Sexual Harassment** include: unwelcome sexual advances, suggestive or lewd remarks, unwanted hugs, touches, kisses; requests for sexual favors; retaliation for complaining about sexual harassment, derogatory or pornographic posters, cartoons or drawings.

**If you have questions or believe that you or others are being harassed, contact:**

**District Title IX Coordinator: Dr. Christine Carver, Associate Superintendent**

Office Address: 131 Cedar Street, Newington, CT 06111

Telephone number: 860.665.8630

Email Address: [ccarver@npsct.org](mailto:ccarver@npsct.org)

**Building Title IX Coordinator: Dr. Jeremy Visone, Anna Reynolds Elementary School**

Office Address: 85 Reservoir Road, Newington, CT 06111

Telephone number: 860.521.7830

Email Address: [jvisone@npsct.org](mailto:jvisone@npsct.org)

**Building Title IX Coordinator: Mr. Rick DeBellis, Ruth Chaffee Elementary School**

Office Address: 160 Superior Avenue, Newington, CT 06111

Telephone number: 860.666.4687

Email Address: [rdebellis@npsct.org](mailto:rdebellis@npsct.org)

**Building Title IX Coordinator: Ms. Jennifer Michno, Elizabeth Green Elementary School**

Office Address: 30 Thomas Street, Newington, CT 06111

Telephone number: 860.666.3394

Email Address: [jmichno@npsct.org](mailto:jmichno@npsct.org)

<b>Building Title IX Coordinator: Mr. Michael Gaydos, John Paterson Elementary School</b>
Office Address: 120 Church Street, Newington, CT 06111
Telephone number: 860.666.4657
Email Address: <a href="mailto:mgaydos@npsct.org">mgaydos@npsct.org</a>

<b>Building Title IX Coordinator: Ms. Luz Antonio, Martin Kellogg Middle School</b>
Office Address: 155 Harding Avenue, Newington, CT 06111
Telephone number: 860.666.5418
Email Address: <a href="mailto:lantonio@npsct.org">lantonio@npsct.org</a>

<b>Building Title IX Coordinator: Ms. Kristen Freeman, John Wallace Middle School</b>
Office Address: 71 Halleran Drive, Newington, CT 06111
Telephone number: 860.667.5888
Email Address: <a href="mailto:kfreeman@npsct.org">kfreeman@npsct.org</a>

<b>Building Title IX Coordinator: Mr. Enzo Zocco, Newington High School</b>
Office Address: 605 Willard Avenue. Newington, CT 06111
Telephone number: 860.666.5611
Email Address: <a href="mailto:ezocco@npsct.org">ezocco@npsct.org</a>

<b>Building Title IX Coordinator: Mr. Christopher Meyers, Newington Athletics</b>
Office Address: 605 Willard Avenue, Newington, CT 06111
Telephone number: 860.666.5611
Email Address: <a href="mailto:cmeyers@npsct.org">cmeyers@npsct.org</a>

**You may also contact:** The Connecticut Commission on Human Rights and Opportunities (CHRO), 25 Sigourney Street, Hartford, CT 06106 (Tel: 860-541-3400 or 800-477-5737) Connecticut law requires that a formal complaint be filed with the Commission within 180 days of the date under which the alleged harassment occurred.

**You may also contact:** Office for Civil Rights, U.S. Department of Education, 8th Floor, 5 Post Office Square, Boston, MA 02109-3921, Telephone: 617-289-0111, FAX: 617-289-0150; TDD: 877-521-2172

**Email:** [OCR.Boston@ed.gov](mailto:OCR.Boston@ed.gov), **Filing complaints electronically:**  
<http://www.ed.gov/about/offices/list/ocr/complaintintro.html>.

**Sexual harassment** is not limited to prohibited behavior by a male toward a female, or by a supervisory employee toward a non-supervisory employee, or a teacher to a student. The victim does not have to be the opposite sex of the harasser. Harassment may be student to student, teacher to student, student to teacher or teacher to teacher. The gender of the complainant and/or the alleged harasser is irrelevant, even if they are of the same gender. Sexual harassment based on sexual orientation or gender identity is also prohibited under State Law.

► ***What should I do if I believe I am being sexually harassed?***

- Find out about your school or school district’s policy and procedures for handling sexual harassment issues. Follow those procedures.
- Take action and get help when needed. Ignoring sexual harassment is not an effective way to stop it.
- Whenever possible, tell the harasser verbally or in writing what the specific behaviors are that you find offensive. Ask him or her to stop.
- Report the offensive behaviors to a teacher, counselor, Title IX coordinator, or school administrator.
- Keep a detailed record of the harassing behavior to share with school officials who investigate your complaint.
- If not satisfied with the resolution of your concerns, contact one of the appropriate organizations listed.

**The victim** does not have to be the person at whom the unwelcome sexual conduct is directed; the victim may be someone who is a witness to and personally offended by such conduct although directed toward another. Sexual harassment is unwelcome conduct that is personally offensive, lowers morale, and interferes with educational performance. This unwelcome sexual behavior is defined from the perspective of the victim, not the harasser.

► ***Where to Get Help***

- **State Title IX Coordinator:** Dr. William A. Howe, Connecticut State Department of Education, 165 Capitol Ave., Hartford, CT 06106 (860-713-6752)  
email: [william.howe@ct.gov](mailto:william.howe@ct.gov)
- **Permanent Commission on the Status of Women (PCSW)**  
18-20 Trinity Street, Hartford, CT 06106 (860-240-8300) <http://www.cga.state.ct.us/PCSW/>
- **Connecticut Women’s Education and Legal Fund (CWEALF)**  
75 Charter Oak Avenue, Suite 1-300, Hartford, CT 06106, <http://www.cwealf.org/>

**NON-DISCRIMINATION STATEMENT:**

**Equal Opportunity - Nondiscrimination**

The President and the Congress of the United States and the State of Connecticut have enacted laws and issued directives affirming their intent to protect and grant equal opportunity, to all employees and students. Also the federal government and the state of Connecticut have enacted and enforced laws regarding the equality of employment and equality of opportunity in education.

The Board of Education reaffirms its policy of equal educational opportunity for all students and prohibits discrimination because of race, color, religious creed, age, marital status, national origin, sex, sexual orientation, gender identity or expression, learning disability, mental retardation and mental disability or physical disability in district educational programs and activities, including, but not limited to course offerings, athletic programs, guidance and counseling, and tests and procedures. To the maximum extent possible an intensive affirmative action program shall be an integral part of an educational policies and programs.

The Board of Education also reaffirms its policy of equal employment opportunity for all persons and to prohibit discrimination in employment because of race, color, religious creed, age, marital status, national origin, sex, sexual orientation, ancestry, present or past history of mental disorder, mental retardation, pregnancy, or physical disability except in the case of a bonafide occupational qualification or need. Sexual harassment shall not influence employment decisions, nor shall decisions be influenced, affected or determined

on the basis of membership in or holding of office in an employee association or union. This policy shall be relevant to every aspect of employment not limited to but including upgrading, demotion or transfer, recruitment and/or recruitment advertising, layoff or termination, rates of pay, other forms of compensation including fringe benefits, employment selection or selection for training and apprenticeships, promotion or tenure.

These statements shall be made available to all present and future employees and students.

(cf. 4112/4212 Nondiscrimination, 6214 Nondiscrimination in Instruction)

Legal Reference: Connecticut General Statutes

[10-15c](#) Discrimination in public schools prohibited. School attendance by five-year olds.  
(Amended by P.A. 97-247 to include "sexual orientation" and P.A. 11-55 to include "gender identity or expression")

[10-153](#) Discrimination on account of marital status.

[46a-60](#) Discriminatory employment practices prohibited.

Federal Law

Title VII of the Civil Rights Act 1964

Section 504 and the Federal Vocational Rehabilitation Act of 1973, 20 U.S.C. 706(7)(b).

American Disability Act of 1989.

*Chalk v. The United States District Court of Central California.*

Title IX of the Education Amendments of 1972.

Civil Rights Act of 1987.

Policy adopted: September 23, 1998

Policy revised: December 12, 2012



## Newington High School Athletics



### Pool Safety Plan

In accordance with the State of Connecticut Public Act No. 13-161, the following guidelines will be adhered to by all Newington High School Athletics staff in order to comply with the safety regulations set forth by the Senate and House of Representatives of the State of Connecticut regarding pool safety.

In order for any student to participate in an interscholastic athletic activity that makes use of the Newington High School pool facility the following regulations will be followed:

- a) At no time will any student be allowed in the pool or on the pool deck without a qualified swimming coach, qualified educator, or a qualified lifeguard supervising the pool area.
- b) At no time will a student be allowed in the pool if only one qualified swimming coach, qualified educator, or qualified lifeguard is available.
- c) At all times that students are using the swimming pool there will be a qualified swimming coach who is responsible for implementing the provisions of the school swimming pool safety plan and at least one qualified educator, qualified swimming coach or qualified lifeguard whose primary responsibility is to monitor the school swimming pool for swimmers who may be in distress and provide assistance to such swimmers when necessary.
- d) The head qualified swimming coach and assistant qualified swimming coach will designate supervisory duties. At all times one qualified swimming coach will be designated as the instructor and one as the pool safety supervisor who is solely responsible for monitoring the swimming pool for swimmers who may be in distress and provide assistance to swimmers when necessary.
  - a. Qualified educators and qualified lifeguards will also be utilized solely as pool safety supervisors responsible for monitoring the swimming pool for swimmers who may be in distress and provide assistance to swimmers when necessary.
- e) Coaches will have a medical kit available on the pool deck that has been provided by the Athletic Department.
- f) All coaches will have their Emergency Action Plan guidelines available in their medical kit along with individual Gold Cards for each student athlete participating.
  - a. All Emergency Action Plan procedures will be reviewed before the season begins and practiced within the first two weeks of the season with the Athletic Trainer and the Director of Athletics.

**Newington High School  
Student & Parent Concussion Education Plan & Consent Form  
2015-16**

**NOTE: Very often a student athlete may receive a serious head injury and it may have delayed symptoms. Also, the injured student athlete will most likely not be able to articulate the seriousness of their injury so it is imperative that parents and other student athletes understand and recognize the hazards associated with a concussion so they can assist in getting the injured athlete immediate medical care. This document was developed to provide student athletes and their parents with a review of current and relevant information regarding concussions and head injuries.**

*A concussion is a type of traumatic brain injury or (TBI), "that changes how the cells in the brain normally work. A concussion is caused by a blow to the head or body that causes the brain to move rapidly inside the skull. Even a "ding," "getting your bell rung," or what seems to be a mild bump or blow to the head can be serious. Concussions can also result from a fall or from players colliding with each other or with obstacles, such as a goalpost" (Centers for Disease Control and Prevention, 2009).*

**Part I – SIGNS AND SYMPTOMS OF A CONCUSSION**

**- A concussion should be suspected if any one or more of the following signs or symptoms are present, OR if the coach/evaluator is unsure.**

**1. Signs of a concussion may include (what the athlete looks like):**

- |  |   |
|--|---|
| <ul style="list-style-type: none"> <li>• Confusion/disorientation/irritability</li> <li>• Trouble resting/getting comfortable</li> <li>• Lack of concentration</li> <li>• Slow response/drowsiness</li> <li>• Incoherent/ slurred speech</li> <li>• Slow/clumsy movements</li> <li>• Loss of consciousness</li> <li>• Amnesia/memory problems</li> </ul> | <ul style="list-style-type: none"> <li>• Act silly/combative/aggressive</li> <li>• Repeatedly ask same questions</li> <li>• Dazed appearance</li> <li>• Restless/irritable</li> <li>• Constant attempts to return to play</li> <li>• Constant motion</li> <li>• Disproportionate/inappropriate reactions</li> <li>• Balance problems</li> </ul> |
|--|---|

**2. Symptoms of a concussion may include (what the athlete reports):**

- |   |  |
|---|--|
| <ul style="list-style-type: none"> <li>• Headache or dizziness</li> <li>• Nausea or vomiting</li> <li>• Blurred or double vision</li> </ul> | <ul style="list-style-type: none"> <li>• Oversensitivity to sound/light/touch</li> <li>• Ringing in ears</li> <li>• Feeling foggy or groggy</li> </ul> |
|---|--|

Note: Public Act No. 14-66 requires that a coach MUST immediately remove a student- athlete from participating in any intramural or interscholastic athletic activity who (A) is observed to exhibit signs, symptoms or behaviors consistent with a concussion following a suspected blow to the head or body, or (B) is diagnosed with a concussion, regardless of when such concussion or head injury may have occurred. **Upon removal of the athlete a qualified school employee must notify the parent or legal guardian within 24 hours that the student athletes has exhibited the signs and symptoms of a concussion.**

**Part II – RETURN TO PARTICIPATION (RTP)**

Currently, it is impossible to accurately predict how long concussions will last. There must be full recovery before someone is allowed to return to participation. Connecticut Law now requires that no athlete may resume participation until they have received written medical clearance from a licensed health care professional (Physician, Physician Assistant, Advanced Practice Registered Nurse, Athletic Trainer) trained in the evaluation and management of concussions.

**Concussion management requirements:**

1. No athlete SHALL return to participation (RTP) on the same day of concussion.
2. Any loss of consciousness, vomiting or seizures the athlete MUST be immediately transported to the hospital.
3. Close observation of an athlete MUST continue following a concussion. This should be monitored for an appropriate amount of time following the injury to ensure that there is no escalation of symptoms.
4. Any athlete with signs or symptoms related to a concussion MUST be evaluated from a licensed health care professional (Physician, Physicians Assistant, Advanced Practice Registered Nurse, Athletic Trainer) trained in the evaluation and management of concussions.
5. The athlete MUST obtain an initial written clearance from one of the licensed health care professionals mentioned above directing them into a well-defined RTP stepped protocol similar to one outlined below. If at any time signs or symptoms should return during the RTP progression the athlete should cease activity\* .
6. After the RTP protocol has been successfully administered (no longer exhibits any signs or symptoms or behaviors consistent with concussions) , final written medical clearance is required by one of the licensed health care professionals mentioned above for them to fully return to unrestricted participation in practices and competitions.

**Medical Clearance RTP protocol (Recommended one full day between steps)<sup>2</sup>**

Rehabilitation stage	Functional exercise at each stage of rehabilitation	Objective of each stage
1. No activity	Complete physical and cognitive rest until asymptomatic. School may need to be modified.	Recovery
2. Light aerobic activity	Walking, swimming or stationary cycling keeping intensity <70% of maximal exertion; no resistance training	Increase Heart Rate
3. Sport Specific Exercise	Skating drills in ice hockey, running drills in soccer; no head impact activities	Add Movement
4. Non-contact Training drills	Progression to more complex training drills, ie. passing drills in football and ice hockey; may start progressive resistance training	Exercise, coordination and cognitive load
5. Full Contact Practice	Following final medical clearance, participate in normal training activities	Restore confidence and assess functional skills by coaching staff

If at any time signs or symptoms should worsen during the RTP progression the athlete should stop activity that day. If the athlete's symptoms are gone the next day, s/he may resume the RTP progression at the last step completed in which no symptoms were present. If symptoms return and don't resolve, the athlete should be referred back to their medical provider

**Part III - HEAD INJURIES**

– Injuries to the head includes:

- Concussions: (See above information). There are several head injuries associated with concussions which can be severe in nature including:
  - a) Second Impact Syndrome - Athletes who sustain a concussion, and return to play prior to being recovered from the concussion, are also at risk for Second Impact Syndrome (SIS), a rare but life-altering condition that can result in rapid brain swelling, permanent brain damage or death; and
  - b) Post-Concussion Syndrome - A group of physical, cognitive, and emotional problems that can persist for weeks, months, or indefinitely after a concussion.
- Scalp Injury: Most head injuries only damage the scalp (a cut, scrape, bruise or swelling)... Big lumps (bruises) can occur with minor injuries because there is a large blood supply to the scalp. For the same reason, small cuts on the head may bleed a lot. Bruises on the forehead sometimes cause black eyes 1 to 3 days later because the blood spreads downward by gravity;
- Skull Fracture: Only 1% to 2% of children with head injuries will get a skull fracture. Usually there are no other symptoms except for a headache at the site where the head was hit. Most skull fractures occur without any injury to the brain and they heal easily;
- Brain Injuries are rare but are recognized by the presence of the following symptoms:
  - (1)difficult to awaken, or keep awake or (2) confused thinking and talking, or (3) slurred speech, or (4) weakness of arms or legs or (5) unsteady walking”(American Academy of Pediatrics – Healthy children, 2010) .

**I have read and understand the “Student & Parent Concussion Education Plan & Consent Form” and understand the severities associated with concussions and the need for immediate treatment of such injuries.**

**Student name:** \_\_\_\_\_ **Date** \_\_\_\_\_ **Signature** \_\_\_\_\_  
(Print Name)

**Parent name:** \_\_\_\_\_ **Date** \_\_\_\_\_ **Signature** \_\_\_\_\_  
(Print Name)

**References:**

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[http://journals.lww.com/cjsportsmed/Fulltext/2009/05000/Consensus\\_Statement\\_on\\_Concussion\\_in\\_Sport\\_3rd.1.aspx](http://journals.lww.com/cjsportsmed/Fulltext/2009/05000/Consensus_Statement_on_Concussion_in_Sport_3rd.1.aspx).
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4. U.S. Department of Health and Human Services Centers For Disease Control and Prevention. *A Fact Sheet for Coaches*.(2009). Retrieved on June 16, 2010.  
[http://www.cdc.gov/concussion/pdf/coaches\\_Engl.pdf](http://www.cdc.gov/concussion/pdf/coaches_Engl.pdf)
5. American Academy of Pediatrics - Healthychildren. *Symptom check: Head Injury*. Retrieved on June 16, 2010.  
<http://www.healthychildren.org/english/tips-tools/symptom-checker/pages/Head-Injury.aspx>

**Resources:**

- Centers for Disease Control and Prevention. *Injury Prevention & Control: Traumatic Brain Injury*. Retrieved on June 16, 2010.  
<http://www.cdc.gov/TraumaticBrainInjury/index.html>
- Centers for Disease Control and Prevention. *Heads Up: Concussion in High School Sports Guide for Coaches*. Retrieved on June 16, 2010.

**Newington High School  
Sudden Cardiac Arrest Awareness  
Student & Parent Informed Consent Form  
2015-16**

**NOTE:** This document was developed to provide student-athletes and parents/guardians with current and relevant information regarding sudden cardiac arrest. A new form is required to be read, signed, dated and kept on file by the student-athlete's associated school district annually to comply with Connecticut General Statutes Chapter 163, Section 10-149f: SUDDEN CARDIAC ARREST AWARENESS EDUCATION PROGRAM.

**Part I – SUDDEN CARDIAC ARREST - What is sudden cardiac arrest?**

Sudden cardiac arrest (SCA) is when the heart stops beating, suddenly and unexpectedly. When this happens, blood stops flowing to the brain and other vital organs. SCA doesn't just happen to adults; it takes the lives of students, too. However, the causes of sudden cardiac arrest in students and adults can be different. A student's SCA will likely result from an inherited condition, while an adult's SCA may be caused by either inherited or lifestyle issues. SCA is NOT a heart attack. A heart attack may cause SCA, but they are not the same. A heart attack is caused by a blockage that stops the flow of blood to the heart. SCA is a malfunction in the heart's electrical system, causing the heart to suddenly stop beating.

**PART II - HOW COMMON IS SUDDEN CARDIAC ARREST IN THE UNITED STATES?**

SCA is the #1 cause of death for adults in this country. There are about 300,000 cardiac arrests outside hospitals each year. It is a leading cause of death for student athletes.

According to an April 2014 study for PubMed the incidence was

- 0.63 per 100,000 in all students (6 in one million)
- 1.14 per 100,000 athletes (10 in one million)
- 0.31 per student non-athletes (3 in one million)
- The relative risk of SCA in student athletes vs non-athletes was 0.65
- There is a significantly higher risk of SCA for boys than girls

Leading causes of sudden death among high school and college athletes, according to the National Collegiate Athletic Association (NCAA) (on CBS News, June 28, 2012)\* are heat stroke, heart disease and traits associated with sickle cell anemia. Prevention of sudden death, the same study concludes, is associated with more advanced cardiac screening with attention to medical histories and birth records, improved emergency procedures, and good coaching and conditioning practices. SCA can be prevented if the underlying causes can be diagnosed and treated.

**PART III - WHAT ARE THE WARNING SIGNS AND SYMPTOMS?**

Although SCA happens unexpectedly, some people may have signs or symptoms, such as: fainting or seizures during exercise; unexplained shortness of breath; dizziness; extreme fatigue; chest pains; or racing heart. These symptoms can be unclear in athletes, since people often confuse these warning signs with physical exhaustion.

Sudden cardiac arrest is a medical emergency. If not treated immediately, it causes sudden cardiac death. With fast, appropriate medical care, survival is possible. Administering cardiopulmonary resuscitation (CPR) — or even just compressions to the chest — can improve the chances of survival until emergency personnel arrive.

(<http://www.mayoclinic.org/diseases-conditions/sudden-cardiac-arrest/basics/>)

**WHAT ARE THE RISKS OF PRACTICING OR PLAYING AFTER EXPERIENCING THESE SYMPTOMS?**

There are risks associated with continuing to practice or play after experiencing these symptoms. When the heart stops, so does the blood that flows to the brain and other vital organs. Death or permanent brain damage can occur in just a few minutes. Most people who experience SCA die from it.

**REMOVAL FROM PLAY**

Any student-athlete who shows signs or symptoms of SCA must be removed from athletic activity and referred to a licensed health care professional trained specifically in the treatment of cardiac care. The symptoms can happen before, during or after activity.

**RETURN TO PLAY**

Before returning to play, the athlete must be evaluated. Clearance to return to play must be in writing. The evaluation must be performed and written clearance be provided by a licensed medical provider.

***To summarize:***

- SCA is, by definition, sudden and unexpected.
- SCA can happen in individuals who appear healthy and have no known heart disease.
- Most people who have SCA die from it, usually within minutes.
- Rapid treatment of SCA with a defibrillator can be lifesaving.
- Training in recognition of signs of cardiac arrest and SCA, and the availability of AEDs and personnel who possess the skills to use one, may save the life of someone who has had an SCA.

(National Heart, Lung, and Blood Institute)

**I have read and understand this document the “Student & Parent Informed Consent Form” and understand the severities associated with sudden cardiac arrest and the need for immediate treatment of any suspected condition.**

Student name: \_\_\_\_\_ Date \_\_\_\_\_ Signature \_\_\_\_\_  
(Print Name)

I authorize my child to participate in \_\_\_\_\_ for school year \_\_\_\_\_  
(Sport/Activity)

Parent/Guardian name: \_\_\_\_\_ Date \_\_\_\_\_ Signature \_\_\_\_\_  
(Print Name)

## Sources:

Simons Fund - <http://www.simonsfund.org/>

Pennsylvania Department of Health - <http://www.simonsfund.org/wp-content/uploads/2012/06/Parent-Handout-SCA.pdf>

