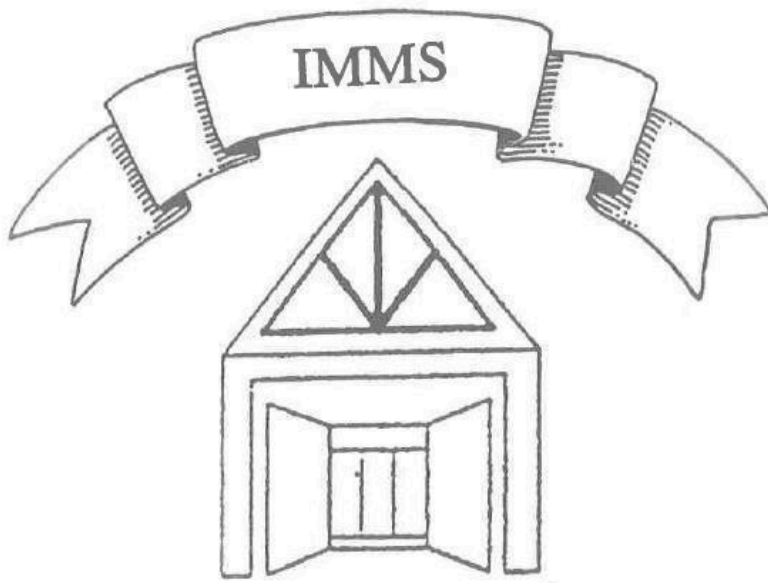


# ***INDIAN MOUND MIDDLE SCHOOL***

## **ATHLETIC & ACTIVITIES CODE OF CONDUCT**

**2025-2026**



# **SPARTANS**

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## INTRODUCTION

Students, Athletes & Parent/Guardians,

The pursuit of a quality education is the primary goal of the McFarland Schools. Our athletic program functions as an integral part of the McFarland High School's total offerings. It offers opportunities for student-athletes to pursue and enhance their individual interests and talents. Our program further offers opportunities which promote self-realization and personal growth to each of its participants. It also promotes the development of sportsmanship, fellowship, citizenship and self-worth.

The McFarland School Athletic & Activities Code of Conduct is provided for the purpose of setting general standards of conduct for all participants in athletics and activities. It is intended to promote a healthy lifestyle as well as ethical beliefs and behaviors among athletic participants.

This handbook will provide the philosophy, policies, and guidelines that govern the athletic programs and activity programs at Indian Mound Middle School. This is a living document that outlines the expectations for success in the "Ideals of Spartan Pride."

Best wishes for many positive experiences,

Jamie Thomas  
Principal

Brett Jondle  
Associate Principal

Paul Ackley  
Athletic Director

## BOARD POLICY 2431 – INTERSCHOLASTIC ATHLETICS

The Board of Education commits itself to an athletic program that will provide all student athletes, in an equitable manner, an opportunity to compete at a level commensurate with their ability. The District supports the development of sufficient teams of both interscholastic and intramural opportunities at each competitive level to satisfy this ideal. The District believes that intramural and interscholastic competition in athletics has vital educational value and is an effective, cohesive force for the school and community.

The very cornerstone of the District's interscholastic athletic program is embroidered in the concept of cooperation, competition, and participation.

- A. By participation, the Board means that every effort and resource should be utilized to create an environment in which all students actively engaged in a sport will have every opportunity to be involved. The Board believes that it has an obligation to teach the maximum number of students and develop skills and attitudes to the highest level possible.
- B. The Board's concept of cooperation is a relationship between athlete and athlete, athlete and coaches, and coaches and parents/guardians that generate trust, confidence, and individual growth. All concerned with the activity (athletes, coaches, and parents/guardians) have an obligation to be completely informed concerning goals, regulations, and expectations.
- C. Competition is both a healthy and motivating force in any athletic experience. The Board wishes to avoid "win at all costs" approach to athletics and will not measure the success of the District athletes or coaches on the points scored or win/loss records. Similarly, the Board desires to sustain the will to win and the effort to excel on the part of individuals. The Board believes the goals of each athlete when combined with team goals form the basis for competition at any level.

Since a primary purpose of the athletic program is to enhance the education of participating students as indicated in this policy, the Board places top priority on maximum student participation and the values of good sportsmanship, team play, and fair competition, rather than on winning, particularly at sub-varsity levels. The District Administrator is to develop guidelines for coaches to follow which will ensure that as many students as possible have the opportunity to play so they have the opportunity to benefit from the learning experience.

## ATHLETIC PROGRAM GUIDELINES

The purpose of this set of guidelines is to outline the McFarland School District's athletic procedures. This is not an attempt to restrict or hinder an athlete or coach, but rather provide uniformity within the Athletic Department.

1. PARTICIPATION IS A PRIVILEGE that carries with it reasonable responsibilities for each of the students who take part.
2. While every student athlete is of primary importance in the District's athletic program, the needs and demands of the team, budget funding, facility limitations, and safety precautions will determine the extent to which the District can meet individual options and needs.
3. The goal of the athletic program in grades 6-8 will be developmental, with a wide range of opportunities to participate.
4. The competitive aspect of interscholastic athletics at the middle school level is a highly respected experience and should receive equitable support and commitment from the school and community.
5. All students participating in interscholastic athletics must comply with the Athletic Code of Conduct and meet all WIAA and McFarland School District's eligibility requirements.
6. Efforts will be made to provide a quality experience for all students. Registration in an athletic program at any level does not guarantee equal playing time during contests. It does ensure that student athletes will be provided opportunities for development and improvement at practice sessions.
7. Team Selection: Choosing the members of athletic teams is the sole responsibility of the coaches of those squads. Coaches must take into consideration the Athletic Philosophy of the District when selecting final team rosters. District guidelines are that no cuts will be made at the middle school level. The exceptions to this guideline are when safety is a factor.
8. Attendance and participation at practice is mandatory. Playing time during contests is based on many factors, including but not limited to: participation at practice, cooperation with teammates and coaches, skill level, and strategies related to the opponent. An exception would be if a student athlete is receiving academic help.
9. Coaches fill a unique and demanding role. They need to be supported in their efforts to develop competitive teams and to meet the program goals. Any concerns of the program will be directed to the specific coach. If further discussion is required, after a meeting with the coach, the athlete/parent (or guardian) may schedule a meeting with the head coach and/or athletic director.
10. Requests for refunds for leaving a program will be granted during the first fifteen (15) days of a sports season.

## BOARD POLICY – 2430- DISTRICT-SPONSORED CLUBS AND ACTIVITIES

The Board believes that the goals and objectives of this District are best achieved by a diversity of learning experiences, including those that are not conducted in a regular classroom but are related to the District's curriculum and/or mission.

The purpose of District-sponsored activities shall be to enable students to explore a wider range of individual interests than may be available in the District's courses of study but are still related to accomplishing the educational outcomes for students as adopted by the [Board in Policy 2131](#). The Board encourages all students, including those students in elementary and middle school grades, to participate in such opportunities. In implementing this policy, the District Administrator shall take steps to make such opportunities accessible to all students.

For purposes of this policy, District-sponsored activities are typically those activities in which:

- A. the subject matter is actually taught or will be taught in a regularly offered course;
- B. the subject matter concerns the District's composite courses of study;
- C. participation is required for a particular course;
- D. participation results in academic credit; or
- E. The subject matter is of interest to students and aligns with the District's goals and mission.

No activity shall be considered to be under the sponsorship of this Board unless it meets one or more of the criteria stated above and has been approved by the District Administrator.

Such activities, along with competitive extra-curricular activities/athletics, may be conducted on or off school premises by clubs, associations, and organizations of students sponsored by the Board and directed by a staff advisor.

The Board shall allow non district-sponsored, student clubs and activities during non instructional time, in accordance with the provisions in [Policy 5730 -- Equal Access For Non District-Sponsored](#), Student Clubs and Activities.

Non-District-sponsored student activities that are initiated by parents or other members of the community may be allowed under the provisions of [Policy 7510 - Use of District Facilities](#). The Board, however, will not:

- A. assume any responsibility for the planning, conducting, or evaluating of such activities;
- B. provide any funds or other resources;
- C. allow any member of the District's staff to assist in the planning, conducting, or evaluating of such an activity during the hours they are functioning as a member of the staff.

All activities which meet the criteria of this policy are sponsored by the District and are authorized to use the District name, logo, mascot, or any other name which would associate an activity with the District, provided such use is consistent with other applicable District policies.

No non district-sponsored organization may use the name, logo, mascot, or any other name which would associate an activity with the District. Additionally, no non district-sponsored organization may use the assets of the District, including but not limited to facilities, technology, or communication networks without the specific permission(s) as outlined in the relevant District policies.

In addition to the eligibility requirements established by the Wisconsin Interscholastic Athletic Association, to be eligible for any athletic or other extra-curricular activity, a student must meet all District eligibility requirements.

Students shall be fully informed of the curricular-related activities available to them and of the eligibility standards established for participation in these activities. District-sponsored activities shall be available to all students who elect to participate and who meet eligibility standards.

The District Administrator shall prepare administrative guidelines to implement a program of curricular-related clubs and activities. Such guidelines should ensure that the needs and interests of the students are properly assessed and procedures are established for continuing evaluation of each club and activity.

## ATHLETIC & ACTIVITIES CODE OF CONDUCT

### I. EXPECTATIONS

As a student and athlete representing your school and your community and having assumed that responsibility, it is anticipated that you will conduct yourself appropriately at all times and under all circumstances. In athletics and activities, responsible behavior is that which fosters and promotes personal and individual goals consistent with team, school, and community goals. The athlete/student makes a commitment to:

- A. Accept decisions of the officials and be familiar with the rules of your sport or activity.
- B. Practice self-control; reflect a positive sportsmanlike behavior.
- C. Compete and accept the outcome graciously.
- D. Treat opponents and fans with courtesy and respect.
- E. Follow rules and laws of the school and community.

### II. REGISTRATION FOR ATHLETIC PARTICIPATION

- A. In order to register for athletic participation, students must:
  - 1. Meet Academic Eligibility Requirements. (See IV. ACADEMIC ELIGIBILITY below.)
  - 2. Have a current physical exam (within two years of the registration year)
  - 3. Complete the online registration for athletics.
  - 4. Pay an athletic fee.
  - 5. Be a full-time student at Indian Mound Middle School.
  - 6. Meet eligibility requirements set by WIAA.
  - 7. Have Concussion Form signed by parent/guardian and student through online registration.
  - 8. Home schooled students must meet all WIAA and School Board requirements.
- B. Athletes not completing ALL of the above requirements will not be allowed to practice.

### III. COMPLIANCE WITH ORGANIZATIONAL POLICIES

- A. All athletes must comply with all current rules as established by the following groups:
  - 1. Wisconsin Interscholastic Athletic Association (W.I.A.A.). W.I.A.A. rules may be accessed at [www.wiaawi.org](http://www.wiaawi.org)
  - 2. Badger Conference for Middle Schools: for basketball, cross country, track, and volleyball.
  - 3. Indian Mound Middle School, McFarland School District, Team/Coach and specific sport

### IV. ACADEMIC ELIGIBILITY

*Students and families have the responsibility to be knowledgeable about academic progress and/or grades*

Students involved in any co-curricular activity are expected to maintain their Conduct (e.g. behavior) and Effort (e.g. work completion) grades at an acceptable level determined by: approaching (AP) the expected standard, meeting (ME) the expected standard, or exceeding (ES) the school and classroom expected standards for behavior and work completion. Specifically, students' Conduct grades and students' Effort grades are to be at AP, ME, or ES at all times in order to maintain eligibility to participate in clubs and activities. Students who may receive a bi-weekly Conduct Grade or Effort Grade of an SB (Significantly Below Standard) in any class, become ineligible to participate in one contest/game during that two week period. If there is no contest/game/performance during that two week window, and the student has improved their newly posted Conduct Grade and/or Effort Grade to an AP, ME, or ES for the new bi-weekly posted Conduct Grade and Effort Grade, that student is now eligible for the next two week's contests/games/performances. Student athletes are strongly encouraged to continue practicing with their team during this two week period.

### V. GENERAL PROCEDURES AND DEFINITIONS

A. The following apply to all policies:

1. Once a student/athlete signs the Athletic and Activities Code of Conduct during school and sports registration, the policies and procedures apply to that student throughout their entire middle school career. Signing the code on a yearly basis simply approves any revisions that have been made.
2. All penalties under these rules will be cumulative, within each defined policy group, over their school career from the date of the first offense.
3. Students are required to follow the Athletic and Activity Code of Conduct on a year around (12 month) basis.
4. If a penalty has not been served by the end of the sport/activity season in which the violation occurred, it carries over to the next sport/activity season in which the student participates.
5. If a student does not complete the sport/activity season in which a penalty is assessed, the penalty will carry over to the next sport/activity that the student participates in.
6. A student ejected from a contest is suspended for the rest of that competition and the next scheduled competition.

B. The following is an interpretation of rules whereby an athlete/student is suspended from athletic competitions or activity competitions for an Athletic and Activity Code violation(s):

1. To determine the length of the suspension, the number of regular season games/events scheduled is multiplied by the percentage assigned to the violation. The number of contests will be rounded to the nearest whole number, with .5 being rounded up to the next number.
2. The rules specify that the suspension must be "for no less than one entire event." WIAA policy has defined an event as games/meets that are used to count the maximum number of events for a sport. Examples:

<b><u>Sport Event</u></b>	
Volleyball Tournament	Entire tourney equals 1 event
Cross Country, Track Meet	Entire meet equals 1 event
Basketball	Each game equals 1 event

3. It would be an additional interpretation that if a game, meet or contest could not be played to completion or completed on the day in question, a student would have to serve the ineligibility period on the day of the next scheduled game or event.

## **VI. POLICIES/PENALTIES FOR ATHLETICS AND ACTIVITIES:**

<b><u>Athletics</u></b>	<b><u>Activities</u></b>
Basketball	Art Ambassadors
Cross Country	Art Club
Dance Team	Club Unified (formerly A.O.A)
Track and Field	Crochet Club
Volleyball	Drama Club (Musical)
	Fiddles on Fire
	Friday Fiddles
	Game Club
	GSA
	Media Club
	Newspaper Club
	Robotics Club
	Spelling Bee
	Student Council
	Yearbook

### **A. Substance Policy: Alcohol, Tobacco, E-Cigarettes, Vaping Pens, Illegal Drugs and Chemicals, Controlled Substances, Look Alike Drugs, or Drug-Related Paraphernalia – Possession Rules**

1. Use, possession, sale (or intent to sell), distribution or sharing of alcohol, tobacco, chemicals, illegal substances, look alike drugs including any substance represented as a drug or as intoxicating or mood altering regardless of its true nature or drug paraphernalia is prohibited.

## **2. Penalties for Violations of the Substance Policy:**

### **ATHLETICS:**

**1st Offense:** The student will be suspended for 20% of the contests in which the student is involved in and will participate and cooperate in an online or face to face AODA assessment program, as approved by the middle school administration. Students failing to present a letter, certificate, or form to the middle school administration stating they have completed the assessment program, will be suspended an additional 10% of the contests. The middle school administration must be informed that an assessment meeting has been set up within TWO weeks of being formally notified of the violation.

**2nd Offense:** The student will be suspended for 40% of the contests in which the student is involved in and will participate and cooperate in an online or face to face AODA assessment program, as approved by the middle school administration. Students failing to present a letter, certificate, or form to the middle school Athletic Director stating they have completed the assessment program, will be suspended an additional 20% of the contests. The middle school administration must be informed that an assessment meeting has been set up within TWO weeks of being formally notified of the violation.

**3<sup>rd</sup> and Subsequent Offense:** The student will be suspended for 50% of the contests in which the student is involved in, and cooperate in a face to face AODA assessment program, as approved by the middle school administration. Students failing to present a letter, certificate, or form to the middle school administration stating they have completed the assessment program, will be suspended an additional 20% of the contests. The middle school administration must be informed within two weeks of being notified of the suspension that an assessment meeting has been set up.

### **ACTIVITIES:**

**Substance policy violations will be reported to advisors of clubs/activities in which the student is enrolled. Advisors will be allowed discretion to enforce their individual activity/club code of conduct.**

All suspensions of the Athletic and Activity code of conduct must begin within one calendar year of the date the violation has been reported and investigated.

## **B. Personal Conduct Policy (Major and Minor):**

1. Personal conduct in and out of school shall be such as to bring no discredit to the student, their family, school, team, or organization and shall be in compliance with the rules and laws of the team, school, and community. The administration reserves the right to treat Personal Conduct violations as either **Major** or **Minor** violations.

Examples of Personal Conduct violations include, but are not limited to the following:

- a. Being present when alcohol and/or drugs are being illegally used. *(If a student has received a previous substance policy violation, this will automatically be considered a Major Personal Conduct violation)*
- b. Sexual Harassment
- c. Bullying/Hazing
- d. Theft
- e. Vandalism
- f. Convictions of the Justice System
- g. Plagiarism/Cheating
- h. Inappropriate use of social media
- i. Repeated refusal of school rules
- j. Actions unbecoming of a student/athlete



## **2. Penalty for Personal Conduct Violations:**

The disciplinary action taken by the school may vary with the degree of the offense. The school administration reserves the right to treat each Personal Conduct violation on its own merits, and determine if the violation is considered a **Major** or **Minor** Violation. The administration will make the final determination of disciplinary actions, but may include the student/athlete, parents/guardians, coaches, advisors, and other interested parties in developing a program that combines suspensions with opportunities to regain some eligibility through a restorative practices solution. Recommended progressive discipline guidelines with regard to violations, not felony in nature, of the Personal Conduct policy are:

### **ATHLETICS:**

#### **Major Personal Conduct Violation Penalties:**

**1st Offense:** 20% or greater of the contest's suspension based upon the nature of the offense.

**2nd Offense:** 40% or greater of the contests suspension based upon the nature of the offense.

**Subsequent Offense:** 50% or greater of the contests suspension based on the nature of the offense

#### **Minor Personal Conduct Violation Penalties:**

**1st Offense:** Recommended warning or 1 event suspension based upon the nature of the offense.

**2nd Offense:** Recommended 20% of the contests suspension based upon the nature of the offense.

**Subsequent Offense:** Recommended 50% of the contests suspension based on the nature of the offense

### **ACTIVITIES:**

**Major and Minor Conduct violations will be reported to advisors of clubs/activities in which the student is enrolled. Advisors will be allowed discretion to enforce their individual activity/club code of conduct.**

All suspensions must begin within one calendar year of the date the violation of the Athletic and Activity code has been reported and investigated.

**Felony Offenses:** Students charged with a felony offense are ineligible until the charges are dismissed or must serve a minimum of one calendar year from the date of the offense

**Restorative Practices:** Students may be assigned, by the school administration, a restorative practices assignment for any Personal Conduct violation, in addition to their suspension.

## **D. General Participation Policies**

1. **Transportation:** Travel to and from contests or events will be done on school transportation. It is expected that students will stay for the entirety of their team's competition and travel back to school with the team; however, occasionally other arrangements must be made (e.g. appointment, family obligations, etc.). In those cases the following procedures must be followed:
  - (a) A parent or guardian must submit a written request to the school administration or coach in advance. If approved, the parent/guardian must have face-to-face contact with the coach before the student is released to ride home with the parent/guardian.
  - (b) For parents or guardians who fail to make arrangements in advance, the coach will have parental release forms or other documents available at away contests. The forms must be completed and given to the coach before the parent or guardian will be allowed to take their child home from the visiting school. This procedure is meant to accommodate unplanned circumstances and is not to be used routinely.
  - (c) Parents/Guardians may only transport their own child/children after a contest by making pre-arrangements with the athletic director.

2. **Attendance:** Students involved in athletics and activities must be present in school for the entire school day in order to participate in a school athletic event or activity that afternoon or evening. Only prearranged, pre-approved absences will be considered as exceptions. Please notify the office of any appointment in advance and please have the student/athlete bring a slip or form from the appointment to the school office.
3. **Dress & Grooming:** Students must be clean, neatly groomed, and dressed appropriately at all times when representing Indian Mound Middle School. All students must follow the IMMS rules prohibiting attire depicting sex, drugs, alcohol, or tobacco and refrain from wearing offensive clothing that depicts negative stereotypes, sexual innuendos, sexually suggestive pictures, sayings, or slogans. Additionally, clothing may not include: hate speech, known symbols of hate targeting groups based on race, ethnicity, gender, sexual orientation, gender identity, religious affiliation, or any other protected class.
4. **Early Release Privilege:** Some athletics and activities require students to be released from the traditional school day. To be eligible for this early release privilege, students must have all posted Conduct Grades and Effort Grades be at AP, ME, or ES.
5. **School Property & Equipment:** Equipment issued to students must be returned at the end of the season or when a student's affiliation with the team/club/activity ends. Students will be held responsible for all lost or willfully damaged equipment.
6. **Injuries:** Following any injury, students must immediately inform their coach and their coach must communicate the incident with the athletic trainer. In the case of minor injuries not requiring the services of a physician, the athletic trainer and the coach will determine when the athlete is ready to return to practice and competition. In sports where concussion testing is required the baseline test must be completed, and clearance from a physician must be given to the athletic trainer prior to an athlete becoming eligible to participate in physical activity with the team.

**Penalty for violation of General Participation Policies:** The penalty for violating any General Participation Policy will be at the discretion of the Principal, Associate Principal, Athletic Director, Coach, or Advisor. The penalty may include, but not be limited to the following: exclusion from practice, reduced playing time, or suspension from contest(s). Chronic violations of "Participation Rules" will be considered lack of respect and subject to suspension from the program.

## VII. ENFORCEMENT AND REPORTING

***A Student may be awarded one of the below clauses in regards to a violation:***

**Self-Reporting Clause** - Students are encouraged to self-report in all situations. The intent of this is to encourage and reward student responsibility. Therefore, a student should self-report within 24 hours of a code violation to the Athletic Director, Assistant Principal, or Principal. If a student or parent/guardian self-reports for a code violation, the student will have their penalty reduced by 50%. The reduction in a student's suspension is only allowed once in a student's middle school career. Once the school administration becomes aware of a violation through another source, there is no longer an option to self-report.

**Honesty Clause:** A student who is completely honest, forthcoming, and cooperative upon being questioned by an administrator or athletic director may reduce the student/athlete's suspension by one contest. According to WIAA policy a suspension must be a minimum of one contest.

Honesty and integrity are expected on the part of extra-curricular participants at all times. It is expected that the participant will be truthful, forthcoming with information, not be deceptive, and be cooperative. If at any time while under investigation, it is found that a student lied, was deceptive, untruthful, or withheld information, a greater level of consequence may be assigned.

**Valid Evidence:** Any information or evidence considered to be relevant, valid and accurate by any person(s) reviewing a particular alleged violation shall be considered. A parental report as well as a student(s) report(s) shall be considered as valid evidence in any code of conduct investigation. Parties who provide information

will be asked to provide specific names, dates, times, and infractions. If such information cannot be substantiated on the basis of subsequent investigation, it will be treated as a rumor.

The District expects that violations will be reported to the school administration within 60 days of the occurrence in order to allow the District the opportunity for a prompt response to misconduct.; however, violations reported after 60 days of the occurrence may still serve as the basis for student discipline and athletic code enforcement at the discretion of the school administration and in accordance with WIAA rules.

Procedures will be followed which will provide opportunity for the student to have the case reviewed in regard to violations. A copy of the procedures will be made available to a student at the time he/she is notified of an alleged violation or whenever he/she may request an appeal.

## **VIII. PROCEDURES FOR PROCESSING ATHLETIC CODE VIOLATIONS**

A. The procedures outlined hereafter will be adhered to, as closely as possible, when suspending students from participation in athletic activities for violations of the Athletic and Activities Code. Furthermore, all suspensions will remain in force until the appeal process is completed.

1. The student shall be notified of an alleged violation of the code and given a copy of these procedural guidelines. The student will then be given an opportunity to provide any information in their defense that may be pertinent.

A decision will result in one of three actions:

- a. The student has admitted the violation and a suspension will be assessed and served.
  - b. The student has denied the charge; however, a suspension will be assessed based on the evidence.
  - c. The alleged violation will be dropped due to insufficient evidence.
2. A student shall begin a suspension when one or more of the following conditions are met:
    - a. The student admits the violation.
    - b. The Athletic Director/School Administrator has met with the student, investigated the case, and determined the student has committed a violation of the Athletic Code.
    - c. General - Suspensions shall begin immediately after the student has been found to have committed a violation. Suspensions will normally be served by remaining in practice for an activity in all respects except for participation in scheduled events.
  3. If a suspension is assessed, a letter shall be sent to the parent(s)/guardian(s) informing them of the decision and the basis for it.

## **IX. THE APPEAL PROCESS**

If the student or the parent(s)/guardian(s) are dissatisfied with the decision rendered by the Athletic Director/School Administration, they may appeal the decision in writing to the School Administration within five (5) school days after receipt of the letter notifying them of the violation.

Upon receiving an appeal, a meeting shall be scheduled with the Middle School Athletic Appeal Council as soon as possible, but not later than five (5) school days after receiving the appeal to hear the case. The student must be accompanied by parent(s) or guardian(s) at the meeting. They will have an opportunity to present evidence and challenge evidence presented against the student at this meeting. This meeting will be chaired by the District Administrator.

The Middle School Athletic Appeal Council shall consist of the following voting members: one school board member, two faculty members, one building principal, and an IMMS coach at large.

The faculty members and IMMS coach at large will be selected by a "draw-of-the-lot" at the beginning of the school year. In the event that a member cannot be present at a meeting, a representative shall be appointed from the department having the absent member.

The Athletic Appeal Council will, with regard to the specific case:

1. Sustain the decision of the IMMS Administration OR
2. Overturn the decision of the IMMS Administration OR
3. Remand the case back to the IMMS Administration with directions/suggestions.

The school district shall consider the decision of the Athletic Appeal Council as final.

## **X. INSURANCE COVERAGE**

The school is aware that many families have adequate health and accident insurance; however, there are some families whose coverage is not adequate or who have no insurance. Those students participating in interscholastic sports are particularly susceptible to accidents, and although the school is not legally responsible for such injuries except in cases of negligence, we do feel an obligation to see that all athletes have proper insurance protection.

A low cost group insurance plan is being offered through the school for those who feel they do not have adequate coverage or wish to have additional protection. This material is available in the high school office.

## **XI. McFARLAND SCHOOL DISTRICT GENERAL DISCRIMINATION COMPLAINT PROCEDURES**

Any person who believes that the School District of McFarland or any part of the school organization has inadequately applied the principles and/or regulations of Title VI, Title IX and Section 504 or has in some way violated the district's general nondiscrimination or equal opportunity employment policy may bring forward a complaint to the Administration Offices at the following address: 5101 Farwell Street, McFarland, WI 53558. (Discrimination complaints involving students shall be processed in accordance with 411 Rule.)

Formal grievance procedures and/or the maintenance of grievance records are available upon request from the Director of Integrated Students Services in the administration offices.

## **XII. NONDISCRIMINATION POLICY**

The McFarland School District does not discriminate on the basis of race, color, religion, national origin, ancestry, creed, pregnancy, marital status, parental status, sexual orientation, sex, (including gender status, change of sex or gender identity), or physical, mental, emotional, or learning disability (Protected Classes) in any of its student program and activities. The Board also does not discriminate on the basis of Protected Classes in its employment policies and practices as they relate to students, and does not tolerate harassment of any kind. Equal educational opportunities shall be available to all students, without regard to their membership in the Protected Classes, race, color, national origin, sex, disability, age (unless age is a factor necessary to the normal operation or the achievement of any legitimate objective of the program/activity), place of residence within the boundaries of the District, or social or emotional background, to learn through the curriculum offered in this District.

Because this statement drives all of our work as an educational institution, we are committed to ensuring that all of our students:

- feel welcomed by our school community;
- feel safe in our school community;
- see both their own and others' perspectives, beliefs, and cultures fairly and accurately represented to the greatest extent possible in what we teach and how we teach it and,
- experience a healthy and respectful learning environment at all times.

We welcome families who wish to review materials used in any part of the educational curriculum for their students. Inquiries related to the Federal and State laws and regulations, including Title II of the Americans with Disabilities Act (as amended), Title VI and VII of the Civil Rights Act of 1964, Title IX of the Education Amendment Act of 1972, Section 504 of the Rehabilitation Act of 1973 (as amended), and the Age of Discrimination Act of 1975 should be directed to the District's Nondiscrimination Officer at 608-838-4514 or 5101 Farwell Street, McFarland, WI 53558.

### INELIGIBILITY CHART FOR SUBSTANCE OR MAJOR CONDUCT VIOLATIONS

Number of Contests/Events Scheduled in a Season	Number of Contests/Events Ineligible for in accordance with <b>Substance Policy or Major Conduct Policy Violations:</b>		
	20%	40%	50%
1	1	1	1
2	1	1	1
3	1	1	2
4	1	2	2
5	1	2	3
6	1	2	3
7	1	3	4
8	2	3	4
9	2	4	5
10	2	4	5
11	2	4	6
12	2	5	6
13	3	5	7
14	3	6	7
15	3	6	8
16	3	6	8
17	3	7	9
18	4	7	9
19	4	8	10
20	4	8	10
21	4	8	11
22	4	9	11
23	5	9	12
24	5	10	12
25	5	10	13
26	5	10	13
27	5	11	14
28	6	11	14
29	6	12	15
30	6	12	15

# INELIGIBILITY CHART FOR MINOR CONDUCT VIOLATIONS

Number of Contests/Events Scheduled in a Season	Number of Contests/Events Ineligible for in accordance with a Minor Personal Conduct Violation		
	10%	20%	50%
1	1	1	1
2	1	1	1
3	1	1	2
4	1	1	2
5	1	1	3
6	1	1	3
7	1	1	4
8	1	2	4
9	1	2	5
10	1	2	5
11	1	2	6
12	1	2	6
13	1	3	7
14	1	3	7
15	2	3	8
16	2	3	8
17	2	3	9
18	2	4	9
19	2	4	10
20	2	4	10
21	2	4	11
22	2	4	11
23	2	5	12
24	2	5	12
25	3	5	13
26	3	5	13
27	3	5	14
28	3	6	14
29	3	6	15
30	3	6	15