**As a parent (and player), it is important that you:**

Respect the game, including your child, his teammates, and opponents. This means ensuring that your child attends and comes prepared for all practices and games, and treats both teammates and opponents with dignity and respect. Good sportsmanship means playing fair and safe, controlling negative emotions, and keeping the spirit of competition a healthy endeavor.

Respect the officials. Remember, baseball officials, (a.k.a. umpires), are an important part of the sport of baseball and add to the overall experience for your child. It is important that you distinguish between bad calls (human error) and wrong calls (when an official doesn’t know the rule). In either case, it is important that you respect all officials and develop tolerance skills for when bad calls are made (which will happen – umpires are human and like all of us, will occasionally make a mistake!). When those mistakes do happen, please allow the coaches on the field to take care of talking with the umpires.

Refrain from coarse and threatening language, as well as all forms of physical aggression. There is never a place in high school sports to use vulgarities, threaten, intimidate, or use physical aggression.

Cheer whenever possible, and stay away from booing and other negative fan behavior. Youth sports provide a great opportunity for positive fan support, including cheering. Booing and other negative gestures and language from the sidelines are never appropriate, so be sure to stay focused on positively supporting your child’s team at all times.

Let the coaches coach. Do not yell out instructional information at practices or during games. Do not yell out strategic information (when to bunt, when to steal, when to remove a pitcher, etc.) during games. If you have an issue, please follow the line of communication guidelines below.

**Also as a player, it is important that you:**

Have fun, learn as much as you can, and do your best every day! Come to practice on time and prepared to work hard. Encourage your teammates and stay focused on working together as a team. It is never okay to speak or act negatively toward another player, coach, or official. Let the coaches handle coaching and communicating with officials.

**If you or your player has any issue, please follow this line of communication:**

**COMMUNICATION PROTOCOLS**

Athletics is an extension of the school day.  Consistent with Board Policy KE - Public Concerns and Complaints, constructive criticism motivated by a sincere desire to improve the quality of the educational program or to equip the schools is welcomed by Thomas Jefferson High School and the Board of Education.

The Board believes that concerns and complaints are best handled and resolved as close to their origin as possible, when possible. Therefore, the proper channeling of concerns and complaints will be as follows:

1. Any concerns and/or complaints should first be raised by the athlete to their level coach.
2. If the concern and/or complaint is not resolved after the athlete meets with their coach, the athlete should meet with the Head Coach (if applicable).
3. If the concern and/or complaint is not resolved after the athlete meets with the coach, the parent and athlete may raise the issue with the coach.  The parent should email or call the coach to schedule a meeting.
4. If the concern and/or complaint is not resolved after parent and athlete meet with the coach, the issue may be raised to the Athletic Director. The parent should email or call the Athletics Office to schedule a meeting with the Athletic Director.  Meeting may involve/include the parent, coach, player, and Athletic Director.
5. If the concern and/or complaint is not resolved after raising it to the Athletic Director, the issue may be raised to the Principal. The parent should email or call the school to schedule a meeting with the Principal.  Meeting may involve/include the parent, coach, player, Athletic Director, and Principal.
6. If the concern and/or complaint is not resolved after raising it to the Principal, the issue may be raised to the District Athletic Director.  The parent should email or call the school to schedule a meeting with the Principal.  Meeting may involve/include the parent, coach, player, Athletic Director, Principal, and District Athletic Director.

In addition, an individual who has a concern and/or complaint can contact the Office of Family and Community Engagement at any point in this process for assistance.

Any complaint about school personnel shall always be referred back through proper administrative channels before it is presented to the Board of Education for consideration and before any action is taken as a result of said complaint.

\*NOTE: Athletic events often bring out passion in players, parents, coaches, and fans. To ensure everyone’s safety and to give all parties and opportunity to have a “cool-down” period, no communication between parents and coaches should take place within 24 hours of an athletic event unless it is regarding a medical emergency and focused on the safety of the child.  This allows for the best opportunity to have the most constructive conversation possible. Meetings between parents and coaches should be scheduled ahead of time.

\*Issues that will not be discussed past the Head Coach include playing time, team assignment, and position.

**THOMAS JEFFERSON HIGH SCHOOL**

**ATHLETICS DEPARTMENT**

**BULLYING/HARASSMENT POLICY**

The Board of Education supports a secure school climate, conducive to teaching and learning that is free from threat, harassment and any type of bullying behavior. The purpose of this policy is to promote consistency of approach and to help create a climate in which all types of bullying are regarded as unacceptable.

**DEFINITION**

Bullying is the use of coercion or intimidation to obtain control over another person or to cause physical, mental or emotional harm to another person. Bullying can occur through written, verbal or electronically transmitted expression or by means of a physical act or gesture.

**BULLYING SHALL NOT BE TOLERATED**

Bullying is prohibited against any student for any reason, including but not limited to any such behavior that is directed toward a student on the basis of his or her academic performance or any basis protected by federal and state law or District policy, including race, color, ethnicity, gender, sexual orientation, gender identity, transgender status, religion, national origin, ancestry, age, marital status, veteran status, or disability, whether such characteristic(s) is actual or perceived.

Bullying is prohibited on District property, at District or school-sanctioned activities and events, when students are being transported in any vehicle dispatched by the District or one of its schools, or off school property when such conduct has a nexus to school or any District curricular or non-curricular activity or event.

A student who engages in any act of bullying, and/or a student who takes any retaliatory action against a student who reports in good faith an incident of bullying, is subject to appropriate disciplinary action including but not limited to suspension, expulsion and/or referral to law enforcement authorities. The severity and pattern, if any, of the bullying behavior shall be taken into consideration when disciplinary decisions are made. Bullying behavior that constitutes unlawful discrimination or harassment shall be subject to investigation and discipline under related Board policies and procedures. Students targeted by bullying when such bullying behavior may constitute unlawful discrimination or harassment also have additional rights and protections under Board policies and procedures regarding unlawful discrimination and harassment. (for full Board Policy, please visit [http://www.boarddocs.com/co/dpsk12/Board.nsf/Public#](http://www.boarddocs.com/co/dpsk12/Board.nsf/Public))

Harassment and bullying of students and employees are against federal, state and local policy, and are not tolerated by the board or school. Thomas Jefferson High School (TJ) is committed to providing all students with a safe and civil school environment in which all members of the school community are treated with dignity and respect. To that end, TJ has in place policies, procedures, and practices that are designed to reduce and eliminate bullying and harassment as well as processes and procedures to deal with incidents of bullying and harassment. Bullying and harassment of students by students, school employees, and volunteers who have direct contact with students will not be tolerated in the school or school district.

Thomas Jefferson High School prohibits harassment, bullying, hazing, or any other victimization, of students, based on any of the following actual or perceived traits or characteristics: age, color, creed, national origin, race, religion, marital status, sex, sexual orientation, gender identity, physical attributes, physical or mental ability or disability, ancestry, political party preference, political belier, socioeconomic status, or familial status. Harassment against employees based upon race, color, creed, sex, sexual orientation, gender identity, national origin, religion, age or disability is also prohibited.

This policy is in effect while students or employees are on property within the jurisdiction of the board; while on school-owned or school-operated vehicles; while attending or engaged in school sponsored activities; and while away from school grounds if the misconduct directly affects the good order, efficient management and welfare of the school or school district.

If, after an investigation, a student is found to be in violation of this policy, the student shall be disciplined by appropriate measures up to, and including, suspension and expulsion. If after an investigation a school employee is found to be in violation of this policy, the employee shall be disciplined by appropriate measures up to, and including, termination. If after an investigation a school volunteer is found to be in violation of this policy, the volunteer shall be subject to appropriate measures up to, and including, exclusion from school grounds. “Volunteer” means an individual who has regular, significant contact with students.

Harassment and bullying means any electronic, written, verbal, or physical act of conduct toward a student which is based on any actual or perceived trait or characteristic of the student and which creates an objectively hostile school environment that meets one or more of the following conditions:

* Places the student in reasonable fear of harm to the student’s person or property;
* Has a substantially detrimental effect on the student’s physical or mental health;
* Has the effect of substantially interfering with the student’s academic performance; or
* Has the effect of substantially interfering with the student’s ability to participate in or benefit from the services, activities, or privileges provided by a school. “Electronic” means any communication involving the transmission of information by wire, radio, optical cable, electromagnetic, or other similar means. “Electronic” includes but is not limited to communication via electronic mail, internet-based\ communications, pager service, cell phones, electronic text messaging, or similar technologies.
* Bullying is ongoing or repeated behaviors of harassment

Harassment and bullying may include, but are not limited to, the following behaviors and circumstances:

* Verbal, nonverbal, physical or written harassment, bullying, hazing, or other victimization that have the purpose or effect of causing injury, discomfort, fear, or suffering to the victim;
* Repeated remarks of a demeaning nature that have the purpose or effect of causing injury, discomfort, fear, or suffering to the victim.
* Implied or explicit threats concerning one’s grades, achievements, property, etc. that have the purpose or effect of causing injury, discomfort, fear, or suffering to the victim;
* Demeaning jokes, stories, or activities directed at the student that have the purpose of effect of causing injury, discomfort, fear, or suffering to the victim; and/or
* Unreasonable interference with a student’s performance or creation of an intimidating, offensive, or hostile learning environment.

Sexual harassment means unwelcome sexual advances, requests for sexual favors, or other verbal or physical conduct of a sexual nature when:

* Submission to the conduct is made either implicitly or explicitly a term condition of the student’s education or benefits;
* Submission to or rejection of the conduct by a school employee is used as the basis for academic decisions affecting that student; or
* The conduct has the purpose or effect of substantially interfering with the student’s academic performance by creating an intimidating, hostile, or offensive education environment.

In situations between students and school officials, faculty, staff, or volunteers who have direct contact with students, bullying and harassment may also include the following behaviors:

* Requiring that a student submit to bullying or harassment by another student, either explicitly or implicitly, as a term or condition of the targeted student’s education or participation in school programs or activities; and/or
* Requiring submission to or rejection of such conduct as a basis for decisions affecting the student.

Any person who promptly, reasonably, and in good faith reports an incident of bullying or harassment under this policy to a school official, shall be immune from civil or criminal liability relating to such report and to the person’s participation in any administrative, judicial, or other proceeding relating to the report. Individuals who knowingly file a false complaint may be subject to appropriate disciplinary action.

Retaliation against a person because the person has filed a bullying or harassment complaint or assisted or participated in a harassment investigation or proceeding is prohibited. An individual who knowingly files a false harassment complaint and a person who gives false statements in an investigation shall be subject to discipline by appropriate measures, as shall a person who is found to have retaliated against another in violation of this policy. A student found to have retaliated in violation of this policy shall be subject to measures up to, and including, suspension and expulsion. A school employee found to have retaliated in violation of this policy shall be subject to measures up to, and including, termination of employment. A school volunteer found to have retaliated in violation of this policy shall be subject to measures up to, and including, exclusion from school grounds.

The school or school district will promptly and reasonably investigate allegations of bullying or harassment. The Athletic Director or designee will be responsible for handling all complaints by students alleging bullying or harassment in regards to the Athletics Department. The Principal or designee will be responsible for handling all complaints by employees alleging bullying or harassment.

**By signing below, I agree to follow all guidelines set above and also adhere to school and district policies. I understand that failure to follow school and/or district policies may result in removal from the program and/or further school and district consequences.**

Student Name: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Student Signature: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Date: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Parent/Guardian Name: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Parent/Guardian Signature: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Date: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Parent/Guardian Name: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Parent/Guardian Signature: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Date: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_