



Real Salt Lake Academy High School

Student-Athlete Handbook

2020-2021

A Message from the Athletic Director

Here at Real Academy High School, we provide excellent school sports programs with wonderful coaches and athletes who strive to grow and learn together while playing the sports they love. Our sports programs are inclusive, competitive, and structured to develop successful young athletes – both on and off the fields of play. Our student athletes are dedicated to a tradition of excellence athletically and academically. We are proud to be Griffins while participating in the Utah High School Activities (UHSAA), Utah School Sports Association (USSA) and the Utah Youth Soccer Association (UYSA) competitive leagues. Our coaches, athletes, and spectators strive to be good examples when interacting with one another, opposing teams, and officials.

I personally want to thank our student athletes for their tremendous efforts in the classroom and on their fields of play. We are proud of you and the way you represent RSLA HS.

A special thanks to our coaches, teachers and parents for your support and involvement with our teams. You are an important part of our “team” and we appreciate the ways in which you serve our athletic community.

We encourage all students, parents and staff to attend games and cheer for our student-athletes. I look forward to seeing you there!

Please contact me with any questions.

GO GRIFFINS!

Becky Hogan

Athletic Director

Senior Management Team & Head Coaches

Name	Position	Email
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Becky Hogan	Athletic Director Girls Varsity Head Coach	bhogan@rslacademy.org 801-259-7190
Oli Brittain	Boys Soccer Program Director Head Coach Boys Varsity Soccer	obrittain@rslacademy.org
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All phone calls can be directed to the school at (385)-474-9052

Nondiscrimination Policy

RSL Academy High School does not discriminate on the basis of race or ethnicity, color, religion, national origin, sex, age, status as a person with a disability, sexual orientation, gender identity/expression, or genetic information, in treatment, admission, access to educational programs and activities, or other school benefits or services. Additionally, RSL Academy endeavors to provide reasonable accommodations and to ensure equal access to qualified persons with disabilities. In addition to state and federal regulations that prohibit discrimination and require equal opportunity and access, RSL Academy HS complies with Title IX of the Education Amendments Act of 1972 and subsequent regulations which prohibit discrimination on the basis of sex in all programs and activities receiving federal financial assistance.

Random Drug Testing Policy

I. General Procedures for All Student Drug Testing

Sample Collection

Urine samples will be collected using a method intended to minimize the intrusiveness of the procedure. The testing monitor shall verify the warmth and appearance of the specimen. If at any time the monitor suspects the sample is being tampered with, the monitor may end the collection process and notify the Director or designee, who will determine whether a new sample should be obtained.

Protection of Information (Privacy)

Each randomly selected student will be assigned a specimen number that shall serve as the identifier for all materials sent to the lab. The student and his or her parent/guardian shall have access to the specimen number.

The laboratory will report positive test results directly to the Director or designee. The Director or designee will only notify the student, the appropriate extracurricular sponsor, the parent/guardian of the student and other persons the Director or designee determines need to know the information to implement district policies or procedures. All files pertaining to drug testing will be kept confidential and separate from the student's other educational records, and only school personnel with a need to know the information will have access to the information.

Positive Test Results

If a positive test result occurs, the result will be verified on the same specimen. Following a confirmed positive result, the student and his or her parent/guardian shall be given the opportunity to submit additional information to the district administration or the laboratory. The district may consult with the laboratory in determining whether the positive result was caused by something other than the consumption of prohibited substances.

II. Random Drug Testing

Notification and Consent

An orientation session shall be held before the commencement of random drug testing to inform students and parents/guardians of the sample collection process, privacy arrangements and the drug testing procedures that will be used. Students wishing to participate in covered activities shall receive a copy of the drug testing policy and related administrative procedures. Additionally, each student shall be required to return a signed drug testing consent form to the office by the beginning date for practice, activities, interscholastic contest established by UHSAA, or driving/parking on school grounds. If there is no established beginning date for practice for the activity, the signed consent form must be returned within five (5) calendar days of the first participation day. A signed consent form shall be valid for all covered activities and will remain effective until revoked in writing by the parent/guardian. Students who do not return the signed consent form shall not be allowed to participate in covered activities.

Random Selection

Real Salt Lake Academy will randomly select ten participating students each month, starting in September and ending in May, for drug testing. The random selection process will result in an equal probability that any participating student could be chosen. District employees shall not have the authority to waive the testing of any student selected using the random selection process.

Testing

Samples shall be tested for but not limited to Cocaine-COC, Marijuana-THC, Amphetamine-AMP, Methamphetamine-MET/MAMP, Phencyclidine-PCP, Benzodiazepines-BZO (Xanax), Buprenorphine (BUP), Barbiturates-BAR, Percocet / oxycodone -OXY, Morphine (MOP), Methadone-MTD, Methylenedioxymethamphetamine-MDMA (Ecstasy). Samples will not be screened for the existence of any physical conditions other than prohibited drug and alcohol use.

Consequences

Following a confirmed positive test result, the Director or designee will immediately suspend the student from all covered activities and will schedule a conference with the student, the parent/guardian and the extracurricular sponsor. Offenses accumulate throughout grades nine through twelve. Depending on the timing of the drug test, the student may be excluded from participation in activities at the end of the school year, over the summer and/or into the beginning of the next school year.

First Offense: The first time a student tests positive under the random drug testing program, the student shall be suspended from participation in all covered activities for a minimum of twenty (20) participation days (summer participation can only count for ten (10) of the participation days) and must pass a drug test administered by Real Salt Lake Academy, at student expense, prior to participating in covered activities again. Students who are enrolled in a class that involves co-curricular activities will remain in the class during the suspension period and may participate in classroom activities, but may not participate in any activities outside of the regularly scheduled class time. If because of the suspension, the student is unable to participate in an activity, which constitutes a portion of the student's grade, the student will be given

the opportunity to complete alternative assignments so that the student can earn the same grade, as he or she would have had if allowed to participate in the activity.

Alternative First Offense: With the consent of the student and his or her parents/guardians, the Director or designee may reduce the suspension so that the student is only prohibited from participating in covered activities for a total of five (five) participation days as long as the student meets the following requirements:

Within one (1) week of the conference, the student must receive or be enrolled in substance abuse counseling from an alcohol and drug abuse agency that is certified by the Utah Division of Substance Abuse and Mental Health (DSAMH). The parents/guardians are responsible for all costs associated with the counseling. The parent/guardian must provide written verification that the student has been seen by the alcohol and drug abuse agency at least once before the student is allowed to begin participation again. If the student does not attend counseling as promised, the district will immediately implement the original consequences.

The student will be required to submit to drug tests every time Real Salt Lake Academy conducts random drug testing on other students for the next six testing months. This may carry over to the next school year.

Second Offense: Students with two (2) positive test results for drugs or alcohol will be prohibited from participating in all covered activities for a minimum of ninety (90) participation days (summer participation can only count for ten (10) of the participation days) and must pass a district-administered drug test district prior to participating in covered activities again, at the students expense. Students who are enrolled in a class that involves co-curricular activities will remain in the class during the suspension period and may participate in classroom activities, but may not participate in any activities outside of the regularly scheduled class time. If because of the suspension, the student is unable to participate in an activity, which constitutes a portion of the student's grade, the student will be given the opportunity to complete alternative assignments so that the student can earn the same grade, as he or she would have had if allowed to participate in the activity.

Alternative Second Offense: With the consent of the student and his or her parents/guardians, the Director or designee may reduce the suspension so that the student is only prohibited from participating in district-sponsored activities for a total of sixty (30) participation days as long as the student meets the following requirements:

Within one (1) week of the conference, the student must receive or be enrolled in substance abuse counseling from an alcohol and drug abuse agency that is certified by the Utah Division of Substance Abuse and Mental Health (DSAMH). The parents/guardians are responsible for all costs associated with the counseling. The parent/guardian must provide written verification that the student has been seen by the alcohol and drug abuse agency at least once before the student is allowed to begin participation again. If the student does not attend counseling as promised, the district will immediately implement the original consequences.

The student will be required to submit to drug tests every time Real Salt Lake Academy conducts random drug testing on other students for the next six testing months. This may carry over to the next school year.

Third Offense: Students with three (3) positive test results will be prohibited from participating in all covered activities for the rest of their enrollment with Real Salt Lake Academy. If because of the suspension, the student is unable to participate in an activity, which constitutes a portion of the student's grade, the student will be given the opportunity to complete alternative assignments so that the student can earn the same grade, as he or she would have had if allowed to participate in the activity.

Refusal to Submit or Falsifying Results

A student refuses to submit for drug testing when he or she fails to provide adequate urine for testing when notified of the need to do so or engages in conduct that clearly obstructs the testing process. A participating student who refuses to submit to drug testing or who takes deliberate action to falsify results will be suspended from all covered activities for one (1) calendar year and will forfeit eligibility for all awards and honors given for covered activities from which the student was suspended.

III. Suspicion-Based Drug Testing

A student may be required to submit to a drug test when there is reasonable suspicion that the student is under the influence of or has recently consumed alcohol or any drug prohibited by district policy. Staff members will report such suspicions to the building administrator or designee as soon as possible. The building administrator or designee will determine if reasonable suspicion exists. The schools attorney may be consulted as necessary.

Consequences

Students who test positive under this section will be disciplined in accordance with the district's discipline code and may also be temporarily or permanently excluded from all covered activities in accordance with other district policies or practices.

Refusal to Submit or Falsifying Results

A student refuses to submit for drug testing when he or she fails to provide adequate urine for testing when notified of the need to do so or engages in conduct that clearly obstructs the testing process. A student who refuses to submit to testing or takes deliberate action to falsify results may still be disciplined under the district's discipline code for being under the influence of alcohol or drugs. A student who takes deliberate action to falsify results may also receive additional disciplinary consequences.

Bullying, Cyber-Bullying, Harassment, and Hazing

Bullying, cyber-bullying, harassment, and hazing of students and employees are against Federal law, state law, and policy, and are not tolerated by the Real Salt Lake Academy High School. Real Salt Lake Academy High School will implement prevention efforts where victims can be

identified and assessed, and perpetrators educated, to create a safer school that provide a positive learning environment.

School officials have the authority to discipline students and employees for off-campus speech that causes or threatens a substantial disruption on campus, at school activities, or causes or threatens a significant interference with a student's educational performance or involvement in school activities.

Definitions

Bullying - means intentionally or knowingly committing an act that:

- endangers the physical health or safety of a school employee or student and;
- involves any brutality of physical nature such as whipping, beating, branding, calisthenics, bruising, electric shocking, place of a harmful substance in the body, or exposure to the elements;
- involves consumption of any food, liquor, drug, or other substance;
- involves physically obstructing a school employee's or student's freedom to move; and
 - is done for the purpose of placing a school employee or student in fear of: physical harm to the school employee or student; or harm to property of the school employee or student.

Bullying is commonly understood as aggressive behavior that:

- is intended to cause distress and harm;
- exists in a relationship in which there is an imbalance of power and strength; and is repeated over time.

Cyber-bullying - means using the Internet, a cell phone, or another device to send or post text, video, or an image with the intent or knowledge, or with reckless disregard, that the text, video, or image will hurt, embarrass, or threaten an individual.

Harassment - means repeatedly communicating to an individual, in an objectively demeaning or disparaging manner, statements that contribute to a hostile learning or work environment for the individual.

Hazing - means intentionally or knowingly committing an act that endangers the physical health or safety of a school employee or student and:

- involves any brutality of a physical nature such as whipping, beating, branding, calisthenics, bruising, electric shocking, placing of a harmful substance on the body, or exposure to the elements;

- involves consumption of any food, liquor, drug, or other substance;
- involves other physical activity that endangers the physical health and safety of a school employee or student; or
- involves physically obstructing a school employee's or student's freedom to move; and
- is done for the purpose of initiation or admission into, affiliation with, holding office in, or as a condition for membership or acceptance, or continued membership or acceptance, in any school or school sponsored team, organization, program, or event; or if the person committing the act against a school employee or student knows the school employee or student is a member of, or candidate for, membership with a school, or school sponsored team, organization, program, or event to which the person committing the act belongs to or participates in.

Retaliation - means an act or communication intended:

- as retribution against a person for reporting bullying, cyber-bullying, hazing and harassment; or
- to improperly influence the investigation of, or the response to a report of bullying, cyber-bullying, hazing and harassment.

The conduct defined herein constitutes bullying, cyber-bullying, hazing or harassment, regardless of whether the person against whom the conduct is committed directed, consented to, or acquiesced in, the conduct.

Real Salt Lake Academy Student Conduct and Discipline Procedures

It is essential for Real Salt Lake Academy High School to maintain classroom environments that allows teachers to communicate effectively with their students in the class to learn, and allow students to participate safely in activities. To assist Real Salt Lake Academy High School staff in maintaining these environments, the following policies, regulations and procedures apply to all students in attendance in Real Salt Lake Academy High School instructional and support programs as well as at school-sponsored activities.

Student Code of Conduct

The Student Code of Conduct is designed to foster student responsibility, respect for others, and to provide for the orderly operation of Real Salt Lake Academy High School schools. While not every offense that may result in disciplinary action is listed, the list below indicates certain disciplinary actions for certain offenses. Disciplinary consequences may extend beyond this list

as determined by the principal, operations director, or Real Salt Lake Academy High School's governing board. In extraordinary circumstances where the minimum consequence is judged by the principal to be manifestly unfair or not in the interest of the Real Salt Lake Academy High School, the principal may reduce the consequences listed in this policy, as allowed by law. This code includes, but is not necessarily limited to, acts of students on school property, including parking lots and school transportation, or at a school activity, whether on or off school property.

Grounds for Suspension, Expulsion, or Change of Placement

A student may be suspended or expelled from school for any of the following reasons:

- frequent, flagrant, or willful disobedience, defiance of proper authority, or disruptive behavior, including the use of foul, profane, vulgar, or abusive language;
- willful destruction or defacing of school property;
- behavior or threatened behavior which poses an immediate and significant threat to the welfare, safety, or morals of other students or school personnel, property associated with any such person, or to the operation of the school, including but not limited to fighting;
- possession, distribution, control, use, sale, or arranging for the sale of an alcoholic beverage;
- possession, distribution, control, use, sale, or arranging for the sale of prescription medication or over-the-counter remedies; A student must leave any prescription medication in the front office and may access the medication as prescribed; A student may possess and use over-the-counter remedies at school only in amounts not to exceed the recommended daily dose including, but not limited to: aspirin, ibuprofen, acetaminophen, cough drops, allergy medication, cough syrup, and mouthwash.
- possession, distribution, control, use, sale, or arranging for the sale of cigars, cigarettes, electronic cigarettes, or tobacco;
- possession, distribution, control, use, sale, or arranging for the sale of contraband, including but not limited to fireworks, matches, lighters, mace, pepper spray, laser pointers, or any other material or item that may cause substantial disruption to school operations;
- possession, distribution, use, sale, or arranging for the same of pornographic material;
- inappropriate use of a personal electronic device (PED);
- inappropriate use of Real Salt Lake Academy High School electronic resources or violation of the Real Salt Lake Academy High School Acceptable Use Agreement;
- substantial disruption of a class, activity, or other school function
- gang related activity or apparel;
- any violations of student code of conduct procedure that is serious or persistent

A student shall be suspended or expelled from school (or considered for a change in placement if a student with a disability) for:

- possession, control, or actual or threatened use of a real weapon, explosive, or noxious or flammable material
- the actual or threatened use of a lookalike weapon with intent to intimidate another person or to disrupt normal school activities
- the sale, control, or distribution of a drug or controlled substance, an imitation controlled substance, or drug paraphernalia
- the commission of an act involving the use of force or the threatened use of force which if committed by an adult would be a felony or class A misdemeanor.

ATTENDANCE POLICY

Absences

At Real Salt Lake Academy, we recognize the importance of regular student attendance to a successful learning experience. Research supports the fact that attendance is crucial to improving student achievement.

Therefore, regular and punctual patterns of attendance is expected of each student enrolled at Real Salt Lake Academy High School. Each student is expected to attend school every day. When students must be absent and are excused, students may make up school work missed when they return to school. The students will have up to two weeks to make up any work missed starting from the day they return. One week is the minimum time a teacher is required to give a student to make up work after they have returned, except in cases of prolonged illness.

Game Day Participation:

In order to be eligible for participation in a game or scrimmage the student-athlete must attend the entire day of school up to the point they are excused for the game.

If you have an excused absence, such as for a doctor or dentist appointment, this must be presented to the Office Manager and Coach, in writing, prior to the game. Promises of a note do not excuse the absence. Notes from parents do not excuse the absence.

With Flex Fridays we encourage all student-athletes to schedule appointments on Fridays.

On a case by case basis other things, such as funerals or medical emergencies, may be excused at the coaches discretion.

Six (6) Absences a Semester Rule:

Any student who accumulates more than six (6) absences in any class period a semester including excused and unexcused absences (not including school sponsored absences) will receive a No Grade (NG) on their transcript for this course. This signifies that no grade will be given to the student until they have made up the hours they missed, past the seven day limit, hour for hour. These hours can be made up before or after school, on Saturdays when Saturday school is offered, and during the summer.

Absences due to "out of school suspension" will count towards the six allowable absences a semester; however, if the out of school suspension causes the student to exceed the six absences a semester limit, an NG shall not be given unless the student is absent one additional day.

The six allowable absences a semester are not to be considered free "skip days." Students who are absent, for any reason, will still have to verify, by parental note or phone call, each absence. Unverified absences will automatically be considered truancy and the appropriate disciplinary action will be administered. Students will be called in to the office and Parents/Guardians will be notified by email on the 3rd, and 5th absences. On the seventh absence an NG will be given and the student and Parent/Guardian will be notified that an NG has been placed on their transcript until the hours are made up.

Out of State Athletic Competition Exemption

To file an exceptions to the attendance rule to due out of state athletic competition student-athletes must complete a Student-Athlete Excused Absence Form:

1. Section 1 contains signatures of all your teachers and must be completed 5 days prior to your absence
2. Section 2 contains
 - a. Signatures of your parents/guardians
 - b. Signatures & contact information of your head coach
3. Proof of athletic competition dates
 - a. Copy of player information guide which includes dates and location
 - b. Copy of website home page, including dates

In order for an absence to be excused due to out of state participation you must complete both sections and return the form to the main office within 2 days of returning to campus. If classwork is not made up within a week, you will lose your unexcused status and the absence will count against your absence accrual.

Student-Athlete Standards of Conduct

Each student-athlete must remember at all times, even in the midst of the emotion of a contest, that he or she is a representative of a prominent institution. Accordingly, he or she will be expected to conduct him or herself in a manner which will reflect positively on the institution and create a positive atmosphere in which to promote sportsmanship during competitions.

Student-athletes are one of the most visible groups on the RSL Academy campus and in the community. They are expected to be courteous and respectful to teachers, classmates, and the community. Participating in athletics is a privilege, not a right. Student-athletes may relinquish this privilege if a coach or other athletics leader believes the student-athlete's conduct, or allegations against a student-athlete have compromised the reputation of the team, the athletics program, or the school. Any act or alleged act of misconduct may result in discipline up to, and including, dismissal from the team.

Team initiations and hazing are strictly prohibited. Any team and/or individuals involved in such behavior will be subject to disciplinary action up to and including suspension, or dismissal from the team. Be conscious at all times that you are representing the school and the entire athletics program.

Athletes who participate in organized sports have a tremendous opportunity for personal growth. Athletes will develop their strength, coordination, endurance, and specific skills related to the sport they play. But athletes would be missing the greatest gift sports have to offer if they limited themselves to physical prowess. Athletes who gain the most from sports have allowed their minds and spirits, as well as their bodies, to grow as they experience the wins and losses of organized sports. Those who have challenged themselves to be the best they can be, not just in the game, but during practice as well, will develop characteristics they will use throughout their lifetime. Athletics, if allowed, will teach young people about never giving up, about taking pride in all they do, about feeling joy or empathy for others, and about making friends. Most of all, sports will teach athletes to believe in themselves and their abilities.

Extra-Curricular Activities Participation

Participation in interscholastic athletics and other extra-curricular activities is not a right. Therefore, students who are suspended or expelled may lose the privilege of participation during the period of suspension/expulsion and may not be allowed to invoke due process procedures to challenge the denial of extracurricular participation.

Disciplinary Removal

A student suspended, expelled or otherwise removed for disciplinary reasons, including revocation or non-renewal of open enrollment permit, from one high school shall be ineligible for interscholastic activities in any other school until all conditions for re- admittance have been fulfilled at the school where the suspension, expulsion, revocation or removal for disciplinary reasons occurred. In no case shall that period exceed twelve (12) months.

Requirements for Participation in Sports

Any student who is suspended from a member school for violation of the Safe Schools provision of that school's governing board shall be declared ineligible for participation (including practice) in any activity for a period equal to any suspension, bar or dismissal but in no case shall the period exceed twelve (12) months. If the student is transferred to another school, the suspension will follow that student and apply at the new school as fully as at the prior school.

- Prior to tryouts, players complete a physical exam. No student shall be eligible to compete in any athletic contest unless such student has a physician's certificate stating that he/she is physically able to compete in inter-school athletic contests
- Players are full time students as defined by the school/district
- No student shall be eligible to participate in Association activities who has reached nineteen (19) years of age prior to the first day of September of the school year in which such participation is intended. (AGE RULE)
- A student shall have no more than one season of eligibility per sport per year (SPORTS SEASON RULE)
- At the time a student first enters the ninth grade of a high school or an equivalent level of education in any other system, that student shall have four consecutive years of eligibility (YEARS OF ELIGIBILITY RULE)
- No student shall be eligible to represent his or her school in interscholastic competition who has ever participated on the team of an institution higher than that of secondary grade (AMATEURISM RULE)
- In the preceding grading period, players earned a minimum of a 2.0 GPA on a 4.0 scale or its equivalent; did not fail a single subject and have been certified as scholastically eligible by the league governing body.
 - A student who has failed to meet the minimum requirements set forth shall be ineligible for participation in sports activities throughout the next grading period, provided however, that deficiencies in the final grading period of the school year may be made up prior to the first term of the succeeding year by any method acceptable to the school district or the member private school. Deficiencies must be made up in the same subject area.

- The scholastic regulations apply to students who are entering high school for the first time. They also apply to any ninth grade student at a junior high or middle school who has established eligibility at a member high school as provided in these by-laws.
- c. Eligibility under this rule is determined when grades are posted. Grades are "posted" when the school registrar enters all grades electronically and are available to students, parents and teachers. In no case may the posting date be more than five (5) school days following the last day of the grading period. Grade changes after the posting date cannot restore lost eligibility, except for a documented clerical error.
- These scholastic regulations are the minimum required for participation in sports activities.

Ineligible Student-Athlete Restrictions:

An athlete may try out or practice at the discretion of the school:

1. Having been suspended for an ejection
2. Having been suspended as a result of the drugs, alcohol and tobacco rule after fulfilling the requirements specified within the rule
3. Having been suspended as a result of local school or team rules
4. Having been declared ineligible because of the scholastic rule
5. Having had a request for a waiver of ineligibility denied.

An athlete may not try out nor practice with the team under the following situations:

1. Having incurred a safe schools violation
2. Being in violation of the age rule
3. Being in violation of the years of eligibility rule
4. Being in violation of the sports season rule

A student who is ineligible to represent his/her school on any varsity, junior varsity, sophomore or freshmen team, whether it is pre-season, region or post-season competition shall not:

1. Be in uniform on competition day
2. Warm up with the team
3. Be introduced as a member of the team
4. Sit on the bench during the game

Transgender Participation

This policy addresses eligibility determinations for students who have a gender identity that is different from the gender listed on their official birth certificates. For the protection of competitive balance and the integrity of women's sports, RSL Academy High School and the Athletics Association will review athletic eligibility decisions based on gender assignment of transgender student-athletes in accordance with its approved policies and appeals procedures. A student shall be permitted to participate on a gender specific sports team that is consistent with the public gender identity of that student for all other purposes.

The RSL Academy will make a determination of a student's eligibility to participate in gender specific sports team for a particular season based on the gender identification of that student (1) in current school records, and, (2) daily life activities in the school and community at the time that sports eligibility is determined.

Such a decisions should be based upon the following types of evidence:

1. Documentation from individuals such as, but not limited to, parents /legal guardians appointed by a court of competent jurisdiction, friends and/or teachers, which affirm that the actions, attitudes, dress and manner demonstrate the student's consistent gender identification and expression;
2. A complete list of all the student's prescribed, non-prescribed or over the counter, treatments or medications
3. Written verification from an appropriate health-care professional (doctor, psychiatrist, or psychologist) of the student's consistent gender identification and expression; and
4. Any other pertinent documentation or information which the student or parent(s) /legal guardian(s) appointed by a court of competent jurisdiction believe relevant and appropriate.

Students who may be affected by this policy should address the gender identification issue well in advance of the deadline for athletic eligibility determinations for a current sports season. Students shall not participate in practices or to try out for gender specific sports teams that are different from their publicly identified gender identity. Nothing in this policy shall be read to entitle a student to selection to any particular team or to permit a student to transfer from one gender specific team to a team of a different gender during a sports season. After the issue of gender identity has been addressed by the student, school and/or the school district, the determination shall remain consistent for the remainder of the student's high school sports eligibility.

Amateurism

In order to protect the high school athlete from exploitation, undue influence or unthinking action which may jeopardize a student's athletic future, the following rule definitions and interpretations shall apply to participants in athletic programs of member schools: an amateur sports person is one who engages in sport solely for the pleasure and the physical, mental and social benefits derived there from. A student must be an amateur to be eligible to represent his or her high school. An athlete has forfeited his or her right to compete as an amateur, and has thereby become ineligible for further high school competition, by any of the following actions

1. Having knowingly competed as a member of a team which included professional athletes in organized athletic competition or against a team composed all or in part of professionals.
2. Having competed for money in any organized athletic activity.
3. Having competed under an assumed name in any organized athletic activity.
4. Having accepted an award in non-school athletic activities which he or she has converted into cash by sale or by pawning.
5. Having signed a professional athletic contract.

Participation Fee Schedule

The fee for participation in any given sport is a non-refundable per student-athlete fee. The only instance where a fee would be refunded is with a note from a doctor indicating that the student-athlete has been medically disqualified from participation.

Fees must be paid prior to the student-athlete receiving his/her uniform or practice gear and before participating in preconditioning, practices or events for that particular sport. This fee will be set by the Principal/AD prior to the beginning of each school year. The participation fee will vary depending on the sport.

Extra-Curricular Fees	Cost
Athletic Department Fee *	\$50
Soccer	\$410
Basketball	\$295
Volleyball	\$195
Cross Country	\$175
Track & Field	\$195
Dance Company	\$290
TSA	\$50
DECA	\$90

**Fee to be covered by required group fundraising.*

Students may opt out of group fundraising & pay the \$50 fee outright.

For a more detailed look at what these fees cover, please visit this link: [School Fee Schedule 2020-2021](#)

Multiple Sport Athlete Reduction

Students who participate in multiple sports will receive a 25% discount on the fees for each additional sport beyond their first sport. Soccer will always be considered the first sport if played and so will not be eligible for the 25% multiple sport athlete reduction. If students had already paid full price for a sport and then pick up soccer the 25% reduction from the sport they had already participated in will be applied towards their soccer fee.

Payment Plans

Payment plans can be established with our Office Manager and must be in place before the payment deadline for each sport. Payment plans must be established with a minimum first payment of \$50.

Fee Waivers

Students who wish to apply for fee waivers are asked to fill out a free and reduced lunch application. All students who are approved for free and reduced lunch will automatically qualify for a fee waiver.

To apply, do the following:

- Obtain an application from the Office Manager
- Fill out the form and turn it back in to the High School Office Manager
- The high school Office Manager will review and approve fee waivers
- You will be notified within two weeks of submitting the application of your qualifying for Real Salt Lakes fee waiver.

Procedure for Handling Athletic Complaints

This procedure has been developed for the purposes of establishing and maintaining the lines of communication between the school, parents/guardians and students and for the resolution of concerns related to the athletic programs. This procedure is a means by which concerns/problems about the RSL Academy Athletic Program can be resolved.

In order to maintain a positive atmosphere and assure that the proper channels of communication will not be circumvented, a procedure has been outlined for the use of the athlete, parent, coach/coaches and administrators. All participants should adhere to the guidelines as listed below.

Step 1

If a student and/or parent has a concern about an athletic program, decision, and/or coach, they should:

A. Schedule a meeting to speak personally with the coach/coaches regarding the incident, decision, action that is under question at a time convenient to both parties (preferably within one week) with the intent to solve the problem. This should not be done immediately after a contest. (If the problem involves an assistant coach, the head coach of that sport should be involved in the meeting).

B. Parent/student are to address themselves to problems/concerns related to themselves only. In order to be in compliance with the "Privacy in Information Act", problems/concerns related to other athletes are not to be discussed.

C. If requested, the coach will complete a written summary of the conference, which will include any resolutions/decisions reached in the conference. The coach will give/mail a copy of the summary to all the

participants in the conference within ten (10) school days and will forward a copy of the summary to the athletic director.

Step 2

If either party has not been satisfied by the proposed resolution of the problem during Step 1, they should request a continuation of the procedure.

A. The parent/student should within five (5) school days after receipt of the written summary of the meeting in Step 1 submit the written form to initiate Step 2. The parent/student is to obtain the form from the athletic director. It is important for the parent/student to complete the written form promptly to resolve differences as soon as possible.

B. After submitting the written form to the high school athletic director, it will be arranged for the student/parent to meet with the coach and athletic director to discuss the concern/problem with him/her with the intent to resolve the problem. (If the problem involves an assistant coach, the head coach of that sport should be involved in the meeting.) Parent/student are to address themselves to problems/concerns related to themselves only. In order to be in compliance with the "Privacy in Information Act", problems/concerns related to other athletes are not to be discussed.

C. The athletic director involved in the conference is responsible for completing a written summary of the conference, which will include any resolutions/decisions reached in the conference. The athletic director will give/mail a copy of the summary to all the participants in the conference and will forward a copy of the summary to the principal of the school. ** In the event that there are multiple parental/student complaints regarding a sports program, the director of athletics can alter the hearing procedure to facilitate the process including meeting with representatives of the parent/student group.

Step 3

If the parent/student still is not satisfied by the meeting in Step 2, they should request a continuation of the process of Step 3.

A. The student/parent should make an appointment within one week to meet with the school principal to discuss the concern/problem with him/her with the intent to resolve any unresolved problems. Parent/student are to address themselves to problems/concerns related to themselves only. In order to be in compliance with the "Privacy in Information Act", problems/concerns related to other athletes are not to be discussed.

B. After securing information from the coach, district athletic director and school athletic coordinator, the principal is responsible for completing a written summary of the conference, which will include any resolutions/decisions reached by him/her. The principal will give/mail a copy of his/her final decision to all the participants. For athletic extra curricular complaints, Steps 1, 2 and 3 must be completed before any review process is initiated.

Policies Relating to Student and Coach Behavior at Athletic Activities

Pre-game, Half-time, and Post-Game Activities:

1. The starting line-up may be introduced prior to the activity. A well-planned flag ceremony may be presented.

2. All activities should come to a halt immediately when the flag ceremony begins. Head gear should be removed. Activity should remain suspended until flag ceremony is over. Starting line-ups may be introduced following the flag ceremony. All pre-game activities must be concluded before the official time of the event.
3. The announcer should call everyone to attention as the flag enters. The announcer should be objective and impartial announcing a game.
4. Basketball half-time: Maximum of seven minutes for half-time entertainment which includes time to get on and off the floor. Exceptions can be made by mutual agreement for special occasions.
5. The host school pep club or drill team may use pom-poms if the floor is swept after each use, or at the earliest convenient time.
6. A supervisor must be present when student groups perform.
7. Coaches are responsible for the conduct of their athletes. No activity will be conducted to belittle or humiliate opponents, including organized post-game demonstrations on the floor, field or in the stands.
 - A. Visiting teams will leave the field or floor immediately after the game ends.
 - B. Visiting teams (basketball) will leave the team locker room within 20 minutes after the game ends.
8. No gum, sunflower seeds, or sugar drinks will be allowed on turf fields.
9. Any senior recognition cannot delay start of game.
10. There should be no post game demonstrations by either team on the floor/field at the end of the game until the visiting team has left the floor/field. Any and all activities must have the approval of the school administration.

Spectator Conduct/Sportsmanship:

1. Encourage student groups to initiate sportsmanlike activities during the season.
2. Other than authorized spirit groups (cheerleaders, pep club, drill team), no spectators will be allowed on the field or floor during game time, between quarters, half-time or post game. (Until visiting team exits the floor/field).
3. The throwing of any objects, including confetti, torn paper scraps, crepe paper, toilet tissue, etc., is not allowed.
4. Visiting schools are not to conduct any type of post-game activities.
5. The use of negative or insulting chants is not to be used.
6. For reasons of student safety and I.D. purposes, student will not be allowed to have any body paint on any area of the body except on the face. All other body painting is prohibited. The school administration is responsible to enforce this rule.
7. All laser pens are prohibited

Banners and Signs:

1. No negative banners or posters of any nature will be displayed in the area of competition. A sign welcoming the visiting team is encouraged.
2. A sign of a positive nature on the football field at half-time for the home teams to run through will be allowed.
3. All banners will be used by the Cheerleaders only.
4. No spectator banners or signs, with the only exception being banners used to honor seniors on senior night

Coaches

- The coach has tremendous influence upon student-athletes and shall never place winning above the value of instilling the highest desirable ideals of character.
- The coach shall strive to set an example of the highest ethical and moral conduct with the student-athlete, officials, athletic directors, school administrators, the state high school athletic association, the media, and the public.
 - Coaching behavior on the bench is reflected in student behavior. It is the responsibility of the principal to direct the coaching staff to be examples of good sportsmanship at all times.
- The coach shall discipline athletes who display unacceptable behavior.
- The coach shall know the game rules and be responsible for their interpretation to team members. Additionally, the coach shall not try to seek an advantage by circumvention of the spirit or letter of the rules.
 - Coaches are not to exert undue influence on officials before, during or after any contest. Any complaints or protests are to be made through the principal of the school.
- The coach shall promote and work in harmony with the entire interscholastic program of the school.
- The coach shall respect and support contest officials by avoiding conduct which will incite players or spectators against the officials.
- The coach shall actively promote good sportsmanship of spectators by working closely with administrators, cheerleaders, pep club sponsors, and booster clubs.
- The coach shall meet and exchange greetings with the opposing coach before and after contest to set and maintain a positive tone for the event.
- The coach shall take an active role in the prevention of alcohol, tobacco and other drug abuse, while stressing the importance of a healthy lifestyle.

Concussion Protocol

We will follow the UHSAA's recommendations on this.

UHSAA Sports Concussion Management Policy

(Updated and Revised 8/17/2011)

UHSAA Sports Medicine Concussion Management Plan

1. Overview

1.1. In response to the growing concern over concussion in athletics there is a need for High Schools to develop and utilize a “Concussion Management Policy”. While regional limitations in availability of specifically trained school and medical personnel are acknowledged, the following document serves as a standard for concussion management.

1.2. The following components will be outlined as part of a comprehensive concussion Management policy:

- 1.2.1. Concussion Overview (section 2)
- 1.2.2. Concussion Education for Student-Athletes and Parent(s)/Guardian(s) (section 3)
- 1.2.3. Concussion Education for Coaches (section 4)
- 1.2.4. Pre-season concussion assessment (section 5)
- 1.2.5. Concussion action plan (section 6)
- 1.2.6. Appendix A: Statement Acknowledging Receipt of Concussion Education
- 1.2.7. Appendix B: Post Concussion Instructions
- 1.2.8. Appendix C: Return to School Recommendations
- 1.2.9. Appendix D: Return to Play Protocol
- 1.2.10. Appendix F: Memo- Implementation of NFHS Playing Rules Changes Related to Concussion and Concussed Athletes

2. What is a Concussion

2.1. Concussion, or mild traumatic brain injury (mTBI), has been defined as “a complex pathophysiological process affecting the brain, induced by traumatic biomechanical forces.” Although concussion most commonly occurs after a direct blow to the head, it can occur after a blow elsewhere that is transmitted to the head.

2.2. Signs and symptoms of concussions include but are not limited to:

Note: A student/athlete may experience any of the following signs and symptoms

- Confusion Disequilibrium
- Post-traumatic Amnesia (PTA) Feeling ‘in a fog’, ‘zoned out’
- Retrograde Amnesia (RGA) Vacant stare, ‘glassy eyed’
- Disorientation Emotional lability
- Delayed verbal and motor responses Dizziness
- Inability to focus Slurred/incoherent speech
- Headache Excessive Drowsiness
- Nausea/Vomiting Loss of consciousness (LOC)
- Visual Disturbances, including light sensitivity, blurry vision, or double vision

3. Concussion Education for Student Athletes and Parent(s)/Guardian(s)

3.1. At the beginning of individual sport seasons, student-athletes shall be presented with a discussion about concussions and given a copy of the CDC's "Heads Up: Concussion in High School Sports – A fact sheet for Athletes"

3.1.1. If the school has medical coverage in place for their athletes (i.e. physician or licensed athletic trainer), this person shall provide the discussion and educational handout

3.1.2. If no such coverage exists, the coach or other designated school personnel shall be responsible for providing the fact sheets to the student athletes.

3.2. At the beginning of individual sport seasons, parent/guardian(s) shall be presented with a copy of the CDC's "Heads Up: Concussion in High School Sports – A Fact sheet for parents"

3.3. These materials are available free of charge from the CDC. To order or download go to the CDC concussion web- page or use the following link:

<http://www.cdc.gov/concussion>

3.4. All student-athletes and their parents/guardians will sign a statement in which the student-athlete accepts the responsibility for reporting their injuries and illnesses to the coaching/athletic training staff, parents, or other health care personnel including signs and symptoms of concussion. This statement will also acknowledge having received the above mentioned educational handouts. See Appendix A

3.5. All student-athletes shall be required to participate in the above education prior to their participation in any sport governed by the UHSAA.

3.5.1. Club sports sponsored by high schools do not fall under the jurisdiction of the UHSAA. UHSAA member high schools are nonetheless encouraged to adopt similar policies to properly manage concussion in the club sports they support.

4. Concussion Education for Coaches

4.1. It is required that each year coaches, staff and athletic trainers shall review the UHSAA Concussion management policy, and a copy of the CDC's "Heads Up: Concussion in High School Sports – A Guide for Coaches"

<http://www.cdc.gov/concussion>

4.2. All coaches, coaching staff, athletic trainers and administrative personnel shall complete a course dealing with concussion, its signs, symptoms and management. This course shall be completed prior to working with student-athletes. The CDC, in partnership with the National Federation of State High School Associations, has developed a free web based course, "Concussion in Sports: What you need to know", to be used for this purpose.

4.2.1. As determined by the UHSAA, repetition of the course may be required in subsequent years.

4.2.2. The "Concussion in Sports: What You Need to Know" on-line course is available free of charge after registering at <http://www.nfhslearn.com>

5. Pre-season concussion assessment

5.1. Optimally a concussion history should be included as part of all of a student/athlete's pre-participation physical health examinations with their health care professional.

5.2. It is recommended that every two years, student-athletes complete a baseline assessment prior to the beginning of the school year or their individual sports seasons as appropriate. Baseline assessments may consist of any or all of the following:

5.2.1. Standardized Symptom Checklist

5.2.2. Neuropsychological Testing. Generally, pre-season neuropsychological testing is accomplished through a computerized system. While several computer based programs are available, one program widely used within the State of Utah is, ImPACT (ImPACT Inc.). When used, it is to be completed through a Consultant trained in concussion assessment, management and test administration.

5.2.2.1. Neuropsychological testing programs are designed to measure specific brain functions that may be altered after a concussion. The program is designed in such a way as to allow athletes to be tested pre-season so that post injury performance may be compared to the athlete's own baseline.

5.2.2.2. Neuropsychological testing may be administered by a licensed athletic trainer or other designated school personnel trained in test administration in a controlled computer lab environment.

5.2.2.2.1. Neuropsychological testing baseline data shall be reviewed by an individual certified in administration and interpretation of such results, or under the supervision of or in consultation with a qualified neuropsychologist.

5.2.3. Standardized Balance Assessment with the Balance Error Scoring Scale (BESS)

5.2.3.1. BESS is an easily performed measure of balance that has been validated as an effective means to grade postural stability and is a useful part of objective concussion assessment.

5.2.3.2. BESS may be administered during the pre-season by a licensed athletic trainer or other qualified health care professional.

6. Concussion Action Plan

6.1. When a student-athlete shows any signs, symptoms or behaviors consistent with a concussion, the athlete shall be removed immediately from practice or competition and evaluated by a qualified health care professional with specific training in the evaluation and management of concussion. The decision regarding removal from practice or competition may be made by school designated medical personnel or a designated school representative.

6.1.1. School personnel, including coaches are encouraged to utilize a pocket guide on the field to assist them in recognizing a possible concussion. An

example pocket guide is available as part of the CDC toolkit “Heads Up:

Concussion in High School Sports” available at <http://www.cdc.gov/concussion>

6.2. Where possible, the athlete shall be evaluated on the sideline by a licensed athletic trainer or other appropriate health care professional. Ideally, the sideline evaluation will be completed using the Sports Concussion Assessment Tool ver. 2 (SCAT 2).

6.2.1. The SCAT 2 is comprised of a symptom checklist, standard and sport specific orientation questions, the Standardized Assessment of Concussion (SAC), and an abbreviated form of the Balance Error Scoring Scale (BESS)

6.3. A student-athlete diagnosed with a concussion shall be withheld from the competition or practice and shall not return to activity for the remainder of that day. The student-athlete’s parent/guardian(s) shall be notified of the situation.

6.4. The student-athlete should receive serial monitoring for deterioration.

Student-athletes and their parent/guardian shall be provided with written instructions upon dismissal from practice/game. See Appendix B or page 1 of the “Post Concussion Instructions and Return to Play Clearance Form”

<http://www.uhsaa.org/new/images/forms/ConcussionReleaseForm.pdf> for a copy of discharge instructions.

6.5. In accordance with district/school emergency action plans, immediate referral to Emergency Medical Services should be provided for any of the following “Red Flag Signs or Symptoms”.

6.5.1. Prolonged Loss of Consciousness

6.5.2. Seizure like activity

6.5.3. Slurring of speech

6.5.4. Paralysis of limb(s)

6.5.5. Unequal pupils or dilated and non-reactive pupils

6.5.6. At any point where the severity of the injury exceeds the comfort level of the on-site medical personnel

6.6. Consultation with a qualified health care professional shall occur for all student-athletes sustaining a suspected concussion. Health care professionals with limited experience or training in recognition and treatment of concussion are encouraged to seek consultation with professionals who have expertise in understanding, recognizing and treating concussion and related symptoms. This consultation may occur by telephone between the local health care professional and concussion expert.

6.7. For the purposes of this document, a qualified health care professional is defined as one who is trained in management of concussion and who:

6.7.1. is licensed under Utah Code, Title 58, Division of Occupational and Professional Licensing Act; and

6.7.2. may evaluate and manage a concussion within the health care provider’s scope of practice; and

6.7.3. has, within three years, successfully completed a continuing education course in the evaluation and management of concussion.

6.8. Subsequent management of the student-athlete’s concussion shall be under the discretion of the

treating health

care professional, but may include the following:

6.8.1. Referral to a Concussion Care Clinic

6.8.2. When possible, repeat neuropsychological testing.

6.8.3. Clinical assessment of balance and symptoms, with comparison to baseline data when available.

6.8.4. Medication management of symptoms, where appropriate

6.8.5. Provision of recommendations for adjustment of academic coursework, including the possible need to be

withheld from coursework obligations while still symptomatic. See Appendix C for a list of possible accommodations required.

6.8.6. Direction of return to play protocol, to be coordinated with the assistance of a licensed athletic trainer or

designated school personnel (see Appendix D for return to play protocol)

6.8.7. Final authority for Return-to-Play shall reside with the local health care professional (see 6.7), their designee

or by a recognized concussion management program. Prior to returning to competition, the concussed student athlete shall have a “UHSAA Concussion Return to Play Clearance Form” signed by their managing

health care professional.

6.9. The incident, evaluation, continued management, and clearance of the student-athlete with a concussion shall be documented.