



Thank you for volunteering to serve in District 207
All new volunteers are required to complete and submit the attached forms

Forms Checklist for: - Volunteer Coaches - Volunteer Activity Sponsors	
	Volunteer Data Sheet
	Receipt of District Policies <ul style="list-style-type: none"> • Concussions & Head Injuries • Coaches Handbook – to be provided by Athletic Director • Prohibition of Employee Use of Drugs and Alcohol • Prohibition of Sexual Harassment • Child Abuse/Neglect Reporting • Hazing Pledge
	Criminal Background Check & Fingerprinting <ul style="list-style-type: none"> • Please schedule an appointment with Janice Cacciatore (847)692-8036 or jcacciatore@maine207.org <p>On the day you come in to be fingerprinted, please bring a photo ID. *<u>Driver’s License or State ID is required</u>*</p> <p style="padding-left: 20px;">Come to: Maine Township High School District 207 Administration Center 1177 S Dee Road Park Ridge, IL 60068 (On the corner of Devon and Dee, south of Maine South High School)</p>

Contacts:

Maine East Athletic Department – Steven Schanz – sschanz@maine207.org 847-692-8290
 Maine South Athletic Department – Andrew Turner – aturner1@maine207.org 847-692-8094
 Maine West Athletic Department – Jarett Kirshner – jkirshner@maine207.org 847-803-5904



Maine Township High School District 207

VOLUNTEER DATA SHEET

NAME: _____
(Mr./Ms./Miss/Mrs./Dr.)

PRESENT ADDRESS: _____ CITY: _____

COUNTY: _____ STATE: _____ ZIP: _____

HOME PHONE: _____ CELL PHONE: _____

SCHOOL: _____

POSITION: _____

FOR OFFICE USE ONLY

FINGERPRINTING: YES NO FINGERPRINT DATE: _____

MAINE TOWNSHIP HIGH SCHOOL DISTRICT 207

STUDENT ATHLETE CONCUSSIONS and HEAD INJURIES

6823

Maine Township High School District 207 recognizes that concussions and head injuries are two of the most commonly reported injuries in children and adolescents who participate in sports and recreational activities. A concussion is caused by a blow or motion to the head or body that causes the brain to move rapidly inside the skull. The risks of catastrophic injuries or death are significant when a concussion or head injury is not properly evaluated and managed.

In compliance with Illinois High School Association (IHSA) protocol, *“any athlete who exhibits signs, symptoms, or behaviors consistent with a concussion (such as loss of consciousness, headache, dizziness, confusion, or balance problems) shall be immediately removed from the contest and shall not return to play until cleared by an appropriate health care professional.”*

Only certified athletic trainers and physicians licensed to practice medicine in all its branches in Illinois can clear an athlete to return to play the day of a contest in which the athlete has been removed from the contest for a possible head injury. In cases when an athlete is not cleared to return to play the same day as he/she is removed from a contest following a possible head injury (i.e. concussion), the athlete shall not return to play or practice until the athlete is evaluated by and receives written clearance from a licensed health care provider to return to play.

The schools will provide a Concussion Information Sheet (see exhibit 6823-E1) to student athletes and their parents. Athletes and parents must sign the information sheet prior to participating in practice or interscholastic competition.

The District will follow all IHSA protocols and policies in regards to concussions.

Adopted: 10/3/2011

The following protocol reflects current best practices and recommendations as outlined by the Consensus Statement on Concussion in Sport, the 3rd International Conference on Concussion in Sport, the National Federation of High Schools, and the Illinois High School Association.

Concussion – signs and symptoms

A diagnosis of a concussion can include one or more of the following clinical domains:

- Somatic - headache
- Cognitive - feeling in a fog
- Emotional – mood changes and emotional changes
- Physical signs – loss of consciousness, amnesia, etc.
- Behavioral changes – irritability
- Cognitive impairment – slowed reaction times
- Sleep disturbances - drowsiness

If head contact and/or one or more of the signs and symptoms from above are observed, the following concussion management protocol will be initiated:

The ImPACT Test – Immediate Post-concussion Assessment and Cognitive Test

All athletes that compete in a collision and/or selected contact sports will complete an ImPACT neurocognitive test as a baseline. Athletes who suffer a concussion must pass the ImPACT test (return to his or her baseline score), be symptom free and complete the six-step Return-to-Play Program to be allowed to return to full practices and competition.

- The results are subjective to each athlete and will be shared only with the athlete, parent/guardian, medical physician or other persons receiving prior approval from parent/guardian. There is no universal baseline score.
- Athletes who have prescribed medications should have all daily dosages finished before taking the ImPACT Baseline Test.
- Parents/guardians can elect to include their medical physician before the ImPACT tests are given.
- The ImPACT Test will be given to athletes in their freshmen and junior years.

Should an athlete be suspected or diagnosed with a concussion by the ATC, school RN, or family doctor, the following protocol will be followed to insure the health and well being of the student athlete:

Responsibilities of the Athletic Trainer (ATC)

Onset of Injury (first three days)

Written Documentation:

All documentation should include etiology of the injury, observed signs and symptoms, actions taken and time/date of the injury. If ATC initiates treatment of injury, a concussion evaluation form must be completed. All information can be submitted via the Maine Township High School District (D207) accident form. Forms can be found in the main office, athletic director office, or the athletic training room. Completed forms can be returned to the athletic trainer (ATC), school registered nurse (RN), or athletic director. All written documentation from an MD will be delivered to the school RN, with copies given to the ATC and athlete's counselor.

Communication of Injury:

- 1) If the emergency medical system (EMS) was activated and your contest is home, the coach must contact the administrator on duty and an ATC.
- 2) If the EMS was activated and your contest is away, you should contact an ATC.
- 3) The professional in charge (ATC, coach, AD, etc.) at the time of the injury must contact the athlete's parent/guardian and inform them of the condition/status of the athlete and the ImPACT protocol.
- 4) All suspected concussed students MUST be evaluated by a medical doctor and said doctor informed of the ImPACT protocol used by D207 by the parent. D207 staff will be available to answer any questions of the attending medical doctor and to share the ImPACT testing results. Students cannot return to the field of play or full classroom participation without the written consent of the attending medical doctor.
- 5) Once notified of injury, the ATC will notify via e-mail the school RN, Athletic Director, and the athlete's counselor.
- 6) The school RN and/or athlete's counselor will forward any pertinent information to the athlete's PE instructor and other teachers outlining what the classroom teacher should be aware of, to excuse the athlete from physical education, and grant him or her other accommodations until he or she passes the ImPACT Test and is released by a medical doctor.
 - a. Accommodations may include but are not limited to: allowing for alternative or make-up assignments, postponement of projects, tests, and quizzes, extended time on projects, tests, and quizzes.
 - b. The school RN and/or athlete's counselor may make recommendations to include other school personnel in the recovery process such as a school social worker or school psychologist as the team deems appropriate to each athlete's individual circumstances.

A suspected concussed athlete should be under consistent observation until the ATC or the professional in charge personally releases the athlete to the care of a parent/guardian, a parent approved adult, or approved medical personnel. The ATC and the athlete should maintain daily communication via the phone, e-mail, or in person until the initial ImPACT Post Test is completed (72 hours).

Responsibilities of the Athletic Trainer (ATC)

ImPACT Post-test – 72 hours from diagnosis of the concussion onset of head injury.

All diagnosed concussed student/athletes need:

- 1) To pass the ImPACT Post Test.
- 2) Have a medical doctor note on file, clearing them for activity.
- 3) Must complete the Post-Concussion Return-to-Play Program.

D207 does not recognize a doctor's clearance as a guarantor of an athlete returning to full contact without completing the prescribed Return-to-Play Program. All dosing of prescribed medications should be completed before post test begins.

- 1) If athlete fails the ImPACT Post-test and are asymptomatic or symptomatic, they will not be allowed any physical activity.
- 2) If the athlete passes the ImPACT Post-test and are asymptomatic, they will begin the post-concussion Return-to-Play Program (see below). D207 does not recognize a doctor's clearance as a guarantor of an athlete returning to full contact without completing the prescribed Return-to-Play Program.
- 3) If the athlete passes the ImPACT Post-test and are symptomatic, they will be referred to a medical physician for further evaluation. D207 will require clearance from a medical doctor to return to full practices and competition. This doctor's clearance will trigger the Return-to-Play Program. D207 does not recognize a doctor's clearance as a guarantor of an athlete returning to full contact without completing the prescribed Return-to-Play Program.

If the athlete's ImPACT Post-test results indicate scenario 1 or 2 from above, they will need to complete a second ImPACT Post-test after 72 hours of physical and cognitive rest. ImPACT testing will continue until an athlete passes an ImPACT Post-test or reverts to the sole care of a medical doctor.

(continue)

The following procedures will be completed after each ImPACT Post-test:

- 1) ATC will communicate status of the athlete via e-mail or phone with the student's physician, the school RN, athlete's coach, and the athlete's counselor.
- 2) ATC will communicate athlete status by phone to the parent/guardian.
- 3) The school RN and/or athlete's counselor will forward any pertinent information to the athlete's PE instructor and other teachers outlining what the classroom teacher should be aware of and to excuse the athlete from physical education and grant him or her other accommodations until he or she passes the ImPACT Test.
 - a. Accommodations may include but are not limited to: allowing for alternative or make-up assignments, postponement of projects, tests, and quizzes, extended time on projects, tests, and quizzes.
 - b. The school RN and/or athlete's counselor may make recommendations to include other school personnel in the recovery process such as a school social worker or school psychologist as the team deems appropriate to each athlete's individual circumstances.

It is an important expectation of all D207 athletes for the athlete's coach to maintain communication with the athlete for emotional support throughout the diagnosis and recovery period of any injury.

Post-Concussion Return-to-Play Program (McCrary, 2009)

- 1) Once cleared to initiate the following steps by an approved medical provider (MD and ATC), the athlete must complete each assigned activity without becoming symptomatic for a period of 24 hours.
- 2) The athlete will report any symptoms immediately after the assigned activity to the ATC.
- 3) The athlete will again report any symptoms 24 hours after assigned activity has been completed.
- 4) The athlete must be asymptomatic for the entire 24 hour period to be allowed to progress to the next step.
- 5) If symptomatic at any time the athlete will be referred to a medical doctor for evaluation.

Rehabilitation Stage	Functional Exercise at Each Stage of Rehabilitation	Objective of Each Stage
1. No activity	Complete physical and cognitive rest	Recovery
2. Light aerobic exercise	Walking, swimming or stationary cycling keeping intensity <70% MPPHR; no resistance training	Increase HR
3. Sport-specific exercise	Skating drills in ice hockey, running drills in soccer; no head impact activities	Add movement
4. Non-contact training drills	Progression to more complex training drills, eg, passing drills in football and ice hockey; may start progressive resistance training	Exercise, coordination, and cognitive load
5. Full contact practice	Following medical clearance, participate in normal training activities	Restore confidence and assess functional skills by coaching staff
6. Return to play	Normal game play	

Return to Play:

- 1) Once the athlete completes the Post-concussion Return-to-Play Program without symptoms and has clearance from an approved medical doctor, they will be allowed to return to full activity.
- 2) ATC will communicate status of the athlete via e-mail or phone with the student's physician, the school RN, athlete's coach, and the athlete's counselor.
- 3) ATC will communicate athlete status by phone to the parent/guardian.
- 4) The school RN and/or athlete's counselor will forward any pertinent information to the athlete's PE instructor and other teachers.
- 5) The ATC will notify any future coaches of athlete's prior concussion for one full academic year.

Maine Township High School District 207
 Concussion Information Sheet

A concussion is a brain injury and all brain injuries are serious. They are caused by a bump, blow, or jolt to the head, or by a blow to another part of the body with the force transmitted to the head. They can range from mild to severe and can disrupt the way the brain normally works. Even though most concussions are mild, **all concussions are potentially serious and may result in complications including prolonged brain damage and death if not recognized and managed properly.** In other words, even a “ding” or a bump on the head can be serious. You can’t see a concussion and most sports concussions occur without loss of consciousness. Signs and symptoms of concussion may show up right after the injury or can take hours or days to fully appear. If your child reports any symptoms of concussion, or if you notice the symptoms or signs of concussion yourself, seek medical attention right away.

Symptoms may include one or more of the following:	
<ul style="list-style-type: none"> • Headaches • “Pressure in head” • Nausea or vomiting • Neck pain • Balance problems or dizziness • Blurred, double, or fuzzy vision • Sensitivity to light or noise • Feeling sluggish or slowed down • Feeling foggy or groggy • Drowsiness • Change in sleep patterns 	<ul style="list-style-type: none"> • Amnesia • “Don’t feel right” • Fatigue or low energy • Sadness • Nervousness or anxiety • Irritability • More emotional • Confusion • Concentration or memory problems (forgetting game plays) • Repeating the same question/comment
Signs observed by teammates, parents and coaches include:	
<ul style="list-style-type: none"> • Appears dazed • Vacant facial expression • Confused about assignment • Forgets plays • Is unsure of game, score, or opponent • Moves clumsily or displays a decrease/loss of coordination • Answers questions slowly • Slurred speech • Shows behavior or personality changes • Can’t recall events prior to hit • Can’t recall events after hit • Seizures or convulsions • Any change in typical behavior or personality • Loses consciousness 	

Exhibit 6823-E1

Adapted from the CDC and the 3rd International Conference on Concussion in Sport
 Document created 8/11/2011

MAINE TOWNSHIP HIGH SCHOOL DISTRICT 207

SEXUAL HARASSMENT

3910

3910 District employees, students and all persons present on school grounds, at school-sponsored activities or at any activity which bears a reasonable relationship to school are prohibited from sexually harassing any person on school grounds, at any school-sponsored activity or at any activity which bears a reasonable relationship to school.

3910.1 Definitions

A. With respect to employees, "sexual harassment" means:

1. sexual advances or requests for sexual favors by a student toward an employee; or
2. unwelcome sexual advances or requests for sexual favors or verbal or physical conduct of a sexual nature when:
 - a) submission to such conduct is made either explicitly or implicitly a term or condition of an individual's employment, or
 - b) submission to, or rejection of, such conduct by an individual is used as the basis for employment decisions affecting such individual, or
 - c) such conduct has the purpose or effect of substantially interfering with an individual's work performance or creating an intimidating, hostile or offensive working environment.
3. For purposes of this policy, "employee" includes all persons whose employment, or whose status as a volunteer or chaperon, requires them to be on school grounds, at any school-sponsored activity or at any activity which bears a reasonable relationship to school.

B. With respect to students, "sexual harassment" means:

1. sexual advances, requests for, or acceptance of, sexual favors by an employee or other adult engaged in school business including volunteers and chaperons and/or sexual relationships between a student and an employee or other adult engaged in school business; or
2. unwelcome sexual advances, requests for sexual favors or other sexually oriented verbal or physical conduct when:
 - a) submission to such conduct is made either explicitly or implicitly a term or condition of the receipt of educational or other school-related benefits,
 - b) submission to or rejection of such conduct by an individual is used as the basis for educational or other school-related decisions affecting that individual, or
 - c) such conduct has the purpose or affect of substantially interfering with a student's school performance or creates an intimidating, hostile or offensive working environment.

(Continued)

3. For purposes of this policy, "student" includes students of other districts who are present on school grounds, at a school-sponsored activity or at any activity which bears a reasonable relationship to school.
- 3910.1 C. Sexual harassment prohibited by this policy includes verbal or physical conduct. Examples of sexual harassment include, but are not limited to: sexual innuendo; suggestive comments; insults; threats; jokes about gender-specific traits; sexual propositions; suggestive or insulting noises; leering; whistling; obscene gestures; touching; pinching; brushing the body; or assault. The terms intimidating, hostile or offensive as used above include, but are not limited to, conduct which has the effect of humiliation, embarrassment or discomfort. Whether sexual harassment has occurred will be evaluated in light of all of the circumstances.

BOARD OF EDUCATION SEXUAL HARASSMENT REPORTING PROCEDURES

3910.2 Sexual Harassment Reporting Procedures

It is the express policy of the Board of Education to encourage victims of sexual harassment to come forward with such claims. In order to conduct an immediate investigation, any incident of sexual harassment must be reported as quickly as possible, in confidence, as follows:

A. Employees

Non-certificated employees are encouraged to report any incidents of sexual harassment to their direct supervisor. Certificated employees are encouraged to report any incidents of sexual harassment to the building principal. If the person to whom an employee is direct to report is the offending person, the report should be made to the next higher level of administration or supervision.

B. Students

Students are encouraged to report any incidents of sexual harassment to a social worker or the building principal. If the complaint involves the building principal, the report should be made to the superintendent.

C. Third Persons

For purposes of this procedure, third persons are any persons, other than District employees and students, on school grounds, at any school-sponsored activities or at any activity which bears a reasonable relationship to school. Third persons are encouraged to report any incidents of sexual harassment to the building principal. If the building principal is the offending person, the report should be made to the superintendent.

D. Confidentiality

Reasonable effort will be made to promptly investigate any allegation of sexual harassment in a confidential manner, to the extent appropriate or required by law. The superintendent shall be informed by the supervisor, social worker, or principal of every reported incident of sexual harassment.

(Continued)

MAINE TOWNSHIP HIGH SCHOOL DISTRICT 207

BOARD OF EDUCATION SEXUAL HARASSMENT REPORTING PROCEDURES

3910.3 Investigation and Corrective Action

A. Investigation

The principal, or the superintendent if the principal is the alleged offending person, will appoint one or more persons to promptly investigate the charge. Within ten (10) school days from the date the complaint was received, the investigator(s) will produce a report to the principal, or the superintendent if the principal is the alleged offending person, which will include at a minimum the following:

1. the date the complaint was received;
2. the complainant's name;
3. the name of each alleged harasser and a description of all conduct that gave rise to the complaint (written, signed statements by complainants describing relevant events should be obtained whenever possible);
4. a statement detailing the scope of the investigation undertaken, including the names of all witnesses interviewed and the results of the interviews; and
5. a statement of corrective measures recommended, if requested by the principal or superintendent

Within five (5) school days after the investigation is completed, the principal, or the superintendent if the principal is the alleged offending person, will evaluate the report of the investigator(s) to determine the validity of the complaint.

B. Corrective Action

Any District employee who is determined, after an investigation, to have engaged in sexual harassment in violation of this policy will be subject to disciplinary action up to and including discharge. Any student of the District who is determined, after an investigation, to have engaged in sexual harassment in violation of this policy will be subject to disciplinary action, including, but not limited to, suspension and expulsion consistent with the District's discipline policy. Any third person who is determined, after an investigation, to have engaged in sexual harassment in violation of this policy will be subject to restriction from participation in activities on school grounds, at school-sponsored activities or at any activity which bears a reasonable relationship to school. Referral to the Department of Children and Family Services and/or appropriate law enforcement agencies will be made in appropriate cases. Any person who knowingly makes a false accusation regarding sexual harassment will likewise be subject to 1.) disciplinary action up to and including discharge with regard to employees, 2.) suspension and expulsion, with regard to students 3.) restricted participation in activities, with regard to third persons.

MAINE TOWNSHIP HIGH SCHOOL DISTRICT 207

BOARD OF EDUCATION SEXUAL HARASSMENT REPORTING PROCEDURE

3910.4 Retaliation

The School District prohibits retaliation against a person because the person has opposed that which he or she believes in good faith to be sexual harassment or because he or she, in good faith, has made a charge, filed a complaint, testified, assisted or participated in an investigation, proceeding or hearing regarding sexual harassment. Retaliation includes, but is not limited to, any form of intimidation, reprisal or harassment. A person engaging in retaliatory conduct shall be subject to 1.) disciplinary action up to and including discharge, with regard to employees 2.) suspension and expulsion, with regard to students, or 3.) restricted form participation in activities, with regard to third persons.

Ref. Human Rights Act
Title VII of the 1964 Civil Rights Act
Title IX of the 1972 Educational Amendments

Adopted: 05/02/88
Revised: 02/11/91
Revised: 10/05/98

MAINE TOWNSHIP HIGH SCHOOL DISTRICT 207

CHILD ABUSE REPORTING AND INTERVIEWS (continued)

6630

6630

6630.7 Testimony by a Person Making a Report

Any person who makes a report or who investigates a report under the Abused and Neglected Child Reporting Act must, if requested, testify fully at any judicial proceeding resulting from the report as to any evidence of abuse or neglect or the cause thereof.

6630.8 Sanctions

Any certified employee who willfully fails to report an incidence of suspected child abuse or neglect as required by the Abused and Neglected child Reporting Act may be subject to revocation or suspension of his or her certificate.

Legal Reference: Section 4
 Ill. Rev. Stat. 1985 Chapter 23
 P.L. 81-1077
 The Abused and Neglected
 Child Reporting Act

PROCEDURES

Approved: 7/11/88
Revised: 8/7/89
Revised: 2/11/91

6630 The procedures for reporting and dealing with cases of suspected child abuse or child neglect are as follows:

6630.1 Definition of Abused or Neglected Child

An abused or neglected child means a child under the age of 18 whose physical or mental health or welfare is harmed or threatened with harm by acts or omissions by his/her parent(s), legal guardian(s) or other person(s) responsible for his/her welfare.

Students who are over eighteen (18) years of age and are suspected of being abused shall be counseled and encouraged to seek assistance from local law enforcement agencies and/or the courts.

6630.2 Persons Required to Report

Any employee of the district -- including teachers, counselors, social workers, psychologists, nurses, administrators and support staff -- who has reasonable cause to believe that a child may be or has been an abused or neglected child shall immediately report the suspected case of child abuse or neglect to the building Principal or designee. The Principal may not exercise any discretionary authority over whether or not a report is to be filed with the Department of Children and Family Services.

6630.3 Person or Place of Filing Report

All reports of suspected child abuse or neglect shall be made immediately by telephone to the central register established by the Department of Children and Family Services (DCFS) on their statewide toll-free telephone number, or by telephone to the nearest DCFS office. The Principal or designee shall be responsible for filing written reports as required by the Department of Children and Family Services. The report shall be confirmed in writing to the Principal of the school. Such reports to DCFS must be filed within 48 hours of the occurrence.

If a report of suspected child abuse or neglect is made by an employee of the school District, the Principal or designee shall notify the parent(s) or legal guardian(s) of the child that such a report has occurred unless the Principal deems it to be in the child's best interest not to notify the parents.

(continue)

6630.4 Interviews of Children Who Have Been the Subject of Reports

1. Emergencies

If a student is the subject of a report of suspected child abuse or neglect and the STUDENT'S CONDITION IS LIFE THREATENING, an immediate report shall be made to the Department of children and Family Services simultaneously with the local law enforcement agency. When the report is made, the person originating the report and the building Principal or designee shall request that DCFS or the local law enforcement agency take temporary protective custody of that child without the consent of the person responsible for the child's welfare.

2. Non-emergency Conditions

a. When any report has been made concerning a student of the district, student interviews will not be allowed by a representative of DCFS or of a local law enforcement agency until a reasonable effort has been made to notify the parent(s) or legal guardian(s). A written record shall be made of the time and manner of notification, or attempted notification. If a reasonable effort has been made to contact the parent(s) or legal guardian(s) and they are unavailable, the interviewer may proceed with the investigation.

b. If the parent(s) or legal guardian(s) object(s) to the interview of the child by a representative of DCFS, the interviewer shall be informed of the objection and advised that no further interviews may occur on school premises unless or until DCFS has taken temporary custody of the child. The Department of Children and Family Services' case worker MUST SIGN A WRITTEN STATEMENT ASSUMING CUSTODY.

(continue)

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6630.4 Interviews of Children Who Have Been the Subject of Reports (continued)

2. Non-emergency Conditions (continued)

- c. If a child who is the subject of a report objects to an inspection of his/her body in connection with a report of child abuse or neglect, the person attempting to make the investigation shall be informed that DCFS must take temporary custody of the child for purposes of completing the investigation.
- d. If neither the parent(s) or legal guardian(s) nor the child object(s) to the interview and investigation, including a physical inspection of the child, a staff member of the same sex as the child **MUST BE PRESENT** at all times during the interview **IF THE PARENT(S) OR LEGAL GUARDIAN(S) IS (ARE) NOT PRESENT.**

6630.5 Confidentiality

All reports concerning cases of suspected child abuse or neglect must be confidential. No such report shall be included in the child's student record, nor shall any employee or agent of the District disclose any information concerning reports of suspected child abuse or neglect to any person other than an authorized representative of the Department of Children and Family Services or the local law enforcement agency.

6630.6 Immunity from Liability

Any person participating in good faith in the making of a report or in the investigation of such a report shall have immunity from any liability --civil, criminal or that otherwise might result by reason of such actions. For the purpose of any proceedings, civil or criminal, the good faith of any persons required to report cases of suspected child abuse or neglect shall be presumed.

(continue)

Maine Township District 207

“Hazing –Free” Coach’s Pledge

“LET’S TAKE A STAND”

I _____ acknowledge the risks of hazing and initiation activities, and have been informed of the zero tolerance of hazing within District 207. I understand if I see or hear of any potential hazing/initiation activities, I will act on it immediately and notify the athletic director and/or a building level administrator. By signing this pledge, I commit to lead by example and will not support, condone, or participate in any hazing activities throughout my involvement as a District 207 coach.

Coaches Signature

Date

**Even seemingly harmless “Traditions” or pranks can potentially go wrong,
and often escalate to riskier behaviors or activities.**

BULLYING & HARRASSMENT

Bullying or harassment include any physical act, gesture, or use of verbal, written or electronically communicated expression with the reasonable intention to cause harm, damage or interfere with a student’s education or operation at school.

HAZING

Hazing is any activity involving someone joining or participating in a group that humiliates, degrades, abuses, or risks personal harm, regardless of the individual’s willingness to participate. Hazing activities and behaviors include:

- Humiliation tactics
- Forced social isolation
- Physical brutality such as whipping, beating, striking, branding, shocking, or placing a harmful substance on or in the body
- Verbal, emotional or sexual abuse/misconduct
- Forced or excessive consumption of food, liquids, alcoholic beverages, drugs or any other substance.

**Even seemingly harmless “Traditions” or pranks can potentially go wrong,
and often escalate to riskier behaviors or activities.**