

MARIAN



C R U S A D E R S

**ATHLETIC
HANDBOOK
2022-2023**



MARIAN

Athletic Team Prayer

Lord Jesus,

We welcome your presence here among us and your spirit of love alive in our community of Marian High School. Today we gather to represent our school. Bless us with a team spirit of good will, both for ourselves and our competition. Help us to be the best we can possibly be by playing to our full potential.

We ask this through the intercession of Mary, our Mother, as we pray together: “Hail Mary, full of grace...”

Marian High School's athletic program has been developed to provide opportunities for high school students who desire competitive interscholastic athletics. The purpose of the athletic program is to complement our religious and academic mission in developing a balanced Christian woman.

A student who becomes involved in athletics is better prepared to make a positive contribution to her community. Her involvement helps her to recognize and accept her own strengths and weaknesses as well as those of others. Through cooperation and teamwork, an athlete learns that weakness is compensated by strength and that success is sometimes achieved only after experience with failure. For this reason, Marian High School athletics complements the redemptive reality of the Marian High School religious mission.

AS AN ATHLETE, SHE WILL:

- 1) Consider all athletic opponents as guests of Marian High School and treat them with all the courtesy due friends and guests.
- 2) Accept the decisions of the officials without question.
- 3) Refrain from abusive or irritating remarks either on the playing court or field or from the sidelines.
- 4) Exhibit and applaud good sportsmanship from opponents and teammates.
- 5) Strive for victory through fair play according to the rules of the game.
- 6) Love the game for its own sake--not for what winning may bring through publicity.
- 7) Do everything possible to encourage enthusiasm for the game and courtesy and respect for the players, coaches, and fans.

- 8) Be a humble winner (winning without boasting) and be a courageous and gracious loser (losing without excuses).
- 9) Do all within her power to make the entire athletic program something everyone will always be proud of.
- 10) Learn to grow and to mature into a Christian adult through the opportunities and experiences that are presented to her.

Any girl, grades nine through twelve, is welcome to try out for any of the interscholastic teams available to her, providing she meets the requirements established by the Nebraska State Activities Association and the school and agrees to follow the guidelines established in this booklet.

PHILOSOPHY

The relationship of interscholastic athletics to physical education parallels the relationship of a gifted student, in any program, to that of the mass of students in that program. While all students are required by the State to participate in physical education, there is no such requirement for interscholastic athletics. Instead, competitive athletics are a privilege, granted by each school. Self-discipline and successful interaction with others are two basic goals of education, therefore competitive athletics must be regarded as a vehicle for these goals. As an extracurricular activity, the school has every reason to demand that participants meet certain criteria before they are allowed the privilege of competition.

A great athletic tradition is not built overnight. It takes time and sacrifice. It takes the hard work and the dedication of many individuals over a long period of time. As a member of an interscholastic team, the student athlete has certain responsibilities to uphold.

Marian High School has long enjoyed a winning tradition. Our tradition has been to win so that honor comes to our community, our school and our athletes. Such a tradition is worthy of the best efforts of all concerned—the followers, the coaching staff, the athletes, and the student body. We will always play to win, while maintaining respect for our school, our opponents, and, most of all, ourselves.

We will also play to win every game at the junior varsity, reserve, and freshman levels; however, we will remember that it is at this level that athletes of varsity ability are made. Besides placing the emphasis on winning, it is our philosophy to give as many individuals as possible the opportunity to play so that they may develop the necessary fundamentals in order to participate at the varsity level. We hope that all athletes, by participating in interscholastic athletics, are able to derive some of the individual values and benefits of the program.

Responsibilities to Self

An athlete is one who accepts these responsibilities, broadens herself and develops strength of character. An athlete owes it to herself to glean the greatest possible good from her school experiences: her studies, her participation in other co-curricular activities and her involvement in athletics. She owes it to herself to always do whatever she does in life to the best of her ability.

Responsibilities to the school

By being an athlete, she has the responsibility to her school to always do her best and always follow the guidelines set forth by the school. As an athlete, you are representing your school and your community. You automatically assume a leadership role when you are on an athletic squad. The student body, our community, and other school communities judge our school on your conduct and attitudes, both on and off the playing court. Because of this leadership role, you can contribute to our school spirit and community image. You must have high standards for your own performance and a devotion to the team.

Core Values

Empowerment

Marian's athletes are expected to grow as leaders on their teams and to accept ownership of their team. Coaches will strive to empower players to be leaders on and off the court. Parents will allow their daughters to grow through their athletic experience at Marian by allowing them to handle their successes and failures with the team and coaches.

Compassion

Marian's athletic teams will demonstrate compassion by recognizing opportunities to help others within their team, their school and the community. Compassion can be put into action after winning and losing a contest when coaches, athletes and parents respecting the opponent's feelings.

Service

Athletics is an opportunity for a student to serve her school and her community. Volunteering in the community or for school related events is considered part of the character of a Marian athlete.

Spirituality

One way for Marian coaches and athletes to proclaim their spirituality is through prayer. Each Marian team will pray Marian's Athletic Team Prayer (as per the front of the book) before each competition. Team retreats that include a spiritual component are highly encouraged.

Marian Identity

Being part of Marian's athletic program is an opportunity to model the Mary-like virtues and conduct ideally expected of all Marian girls. Being a humble winner, and losing with grace are all considered representations of Mary's values.

Community

Marian athletics is a community-building experience. By inviting students, faculty and Marian fans to the competitions, Marian grows as a family institution. The community starts with team building and spreads throughout the school. Coaches, athletes and parents are expected to positively represent the Marian community in words and actions.

INTERSCHOLASTIC ATHLETICS MARIAN HIGH SCHOOL Competitive Athletic Program (Subject to Availability of Coaches)

**Volleyball Basketball Tennis Golf Soccer
Cross Country Track Swimming Softball and
Bowling Wrestling**

VOLLEYBALL

Teams: Varsity
 Junior Varsity
 Reserve
 Freshman

Opening Date: August 8, 2022

Selection of Teams: Tryouts begin August 8th. Tryouts typically last two to three days.

GOLF

Teams: Varsity
 Junior Varsity

Opening Date: August 8, 2022

Selection of Teams: Potential golf skills evaluation plus qualifying 18-hole round(s). The primary criterion for selection is the potential to play at the Varsity level either in the current season or a future season. To make the team, older students are expected to

demonstrate significantly higher skills and better scoring relative to younger students.

CROSS COUNTRY

Teams: Varsity
Junior Varsity

Opening Date: August 8, 2022

Selection of Teams: At the end of the first week, the top 48 runners will become members of the Marian cross country team.

SOFTBALL

Teams: Varsity
Junior Varsity

Opening Date: August 8, 2022

Selection of Teams: Tryouts will be held the week of August 8th. Varsity and Junior Varsity teams will be chosen.

BASKETBALL

Teams: Varsity
Junior Varsity
Reserve/Freshman team

Opening Date: November 14, 2022

Selection of Teams: Tryouts will be held the first 2 to 3 days of the winter sports season. Once the Junior Varsity and Varsity teams are selected, additional days of tryouts for

remaining sophomores and freshmen may be required to select the Reserve team.

SWIMMING-DIVING

Team: Varsity Swimming
Diving

Opening Date: November 14, 2022

Selection of Team: Tryouts will be held the first 2-3 days of the winter season and include observation of technique, ability to handle workouts, and time trials.

WRESTLING

Team: Varsity
Junior Varsity

Opening Date: November 14, 2022

Selection of Team: Tryouts will be held the first 2-3 days of the winter season.

BOWLING

Teams: Varsity and JV

Opening Date: November 14, 2022

Selection of Teams: Teams will be selected based on scoring rounds.

TRACK

Team: Varsity
Junior Varsity

Opening Date: February 27, 2023

Selection of Team:

Every student-athlete will be tested in seven events over the course of the first two days of the season. Those events will be: 50 meters, 40 meter hurdles, 400 meters, 800 meters, standing long jump, Bounding, and Medicine Ball throw. A student-athlete must be amongst the top 20 in any one event in order to make the team.

TENNIS

Teams: Varsity
Junior Varsity

Opening Date: February 27, 2023

Selection of Teams: Based on tryouts given at the beginning of the season.

SOCCER

Teams: Varsity
Junior Varsity
Reserve

Opening Date: February 27, 2023

Selection of Teams: Based on tryouts given at the beginning of the season.

GENERAL POLICIES, GUIDELINES AND INFORMATION

Admittance to a Program

Before a coach allows a student to try out, practice, or compete for a program, the student must:

- a) Turn in a completed parental consent and physical examination form and
- b) Read and follow all rules that have been established by the NSAA. Any question on eligibility should be directed to the Athletic Director.

- c) Sign a commitment letter stating she is making a commitment to whatever team she is placed on. This applies to any sport where there is a team selection process and/or cuts are made. If a student-athlete quits the team after tryouts, for any reason other than a physical injury (that has been evaluated by Marian's athletic trainer), she will not be allowed to try out for that sport again at Marian.

Participation

A girl may play only one Marian sport per season. It is the prerogative of the coach, at any time, to change the sports squad of an athlete (Varsity, Junior Varsity, Reserve, and freshman) for reasons related to injury, discipline, or team improvement. A girl who is a member of the Marian High School athletic squad may not participate in any other organized athletic competition in that sport, in school or out of school, after the official NSAA starting date until after the closing date of the season. Example: an AAU basketball or club golf tournament.

Workouts or supplementary practice in other sports outside of regular squad practice and competition are not specifically restricted. It is expected, however, that athletes given the privilege of representing their school will give their first allegiance, as far as athletic participation is concerned, to the Marian High School squad of which they are a member and to their coaches who are responsible for the athlete's development and performance. This policy is not intended to restrict casual or recreational activities. Every girl is urged to attend summer clinics in the sport in which she is interested. There are many excellent clinics located throughout the state and nation. The student should confer with her coach to determine the best site.

Participation and Attendance

When school is in session, a team member is not allowed to practice or compete in a contest that day unless she is in school one-half day (**the last four blocks for an eight period day or last two blocks on a four block day**). A student may not leave school ill and then return for practice or to compete in a contest. Attendance at a school-sponsored activity, a dental or doctor appointment or attendance at a funeral are exceptions. Athletes are expected to be at all practices scheduled by the coach. Should an athlete not be able to attend a practice she must contact the coach at least 24 hours before the scheduled practice. Exception: when an athlete is absent from school because of sickness or emergency, the 24-hour rule is waived, but she should contact the coach as soon as possible. Most coaches appreciate knowing the reason why the athlete is absent from school and the length of time the student will be missing athletic practices and contests. All athletes are always expected to be on time - in fact, ahead of time - for all practices, contests, and departures for contests.

Athletics and Academics

Athletes who are failing two classes at any time during a semester will be on athletic probation. Coaches and administrators will monitor the athlete's grades throughout the season. Failure to raise these grades will result in suspension from athletics until the coach and administration have determined that course requirements and passing grades are being maintained.

Conflicts in Extracurricular Activities

An individual student, who attempts to participate in several extracurricular activities, will undoubtedly, be in a position of a conflict of obligations. The Athletic/Activities Department recognizes that each student should have the opportunity for a broad range of experiences in the area of extracurricular activities, and to this end, will attempt to schedule events in a manner to minimize conflicts. Students have a responsibility to do everything they can to avoid continuous conflicts. This would include being cautious about participating in too many activities where conflicts are bound to happen.

It also means notifying the coach/faculty sponsors involved immediately when a conflict does arise. When a conflict arises the coach/sponsors will work out a solution so the student does not feel caught in the middle. If a solution cannot be found, the Athletic/Activities Director will make the decision based on all of the following:

- The relative importance of each event.
- The importance of each event to the student.
- The relative contribution the student can make.
- How long each event has been scheduled.
- Talk with parents.

Once the decision has been made and the student has followed that decision, the coach/sponsor will not penalize her. If it becomes obvious that a student cannot fulfill the obligation of a school activity, she should withdraw from that activity.

Participation Fee

As noted in the Marian High School Curriculum Handbook, each athlete is charged a \$50 fee for each sport throughout the year. The fee will be assessed at the beginning of each sport season. If a student is on a team for 3 or more weeks, the fee will not be refunded. This fee should be sent to the Business Office, ATTN: Shari Reynolds

Sports Athletic Fee

Dismissal and Athletic Probation

A student who is placed on school disciplinary probation (accumulating 20 points through Marian's Review Board Point System) will be dismissed from the sports program for the remaining school year.

Code of Conduct (when school points are less than 20)

The coaching staff and school administration expect our athletes to meet certain standards:

General Conduct - All athletes will follow coaches' decisions concerning behavior, practice schedules, game conduct, participation, coaches' other expectations, and all guidelines in the athletic handbook. Any athlete failing to follow the guidelines set forth by the coach, athletic director, or principal and not following the athletic handbook is subject to suspension and/or removal from participation in the athletic program.

Discipline and Self-Responsibility – Being a member of a Marian athletic team means you are accountable not only to yourself but also to your teammates and coaches/moderators/directors. You are a public representative of our school and your team.

If a member of any athletic team receives 10 disciplinary points at any time during the school year, the following disciplinary actions will be taken:

- The coach/moderator will withhold the student from the next competition or performance.
- For every two points after ten, a consequence will be assigned to the student at the discretion of the coach and activities director.
- A student who has ten points will not be allowed to travel to any competition that involves an overnight stay. This includes State competitions.

Use or possession of tobacco products, alcohol, or illegal drugs – Use or possession of vaping devices or substances, tobacco products, alcohol, or illegal drugs will not be tolerated. Anyone using or possessing these products during their sports season will have the following sanctions:

FIRST OFFENSE: Two-week suspension from all competitions.

REINSTATEMENT PROVISIONS:

- If alcohol or illegal drugs are involved, the athlete may have to complete an alcohol or drug evaluation from a registered counselor at the athlete's expense, and a copy of the report must be given to the Athletic Director as well as the Dean of Discipline.

- The athlete who violates the above policy may be subject to additional consequences. Including, but not limited to: writing a report on the dangers of alcohol, tobacco or illegal drugs, meeting with school counselor on a regular basis or participating in a specialized behavior contract.

SECOND OFFENSE: Immediate expulsion from the Marian sports teams for 45 school days.

REINSTATEMENT PROVISIONS:

- Conference with parents and athlete.
- Completed drug, alcohol, and tobacco evaluation.
- Complete activities as decided upon by school administration.

Out of season use or possession of alcohol, tobacco, or illegal drugs - Alcohol, illegal drugs, vaping substances, or tobacco use or possession during the athlete's off-season will affect the athlete's health and conditioning and is a detriment to her athletic development. Athletes should not jeopardize their athletic opportunities by using these illegal substances. Knowledge of these illegal activities may be used in the decision making process by the coaches when teams are chosen.

The school discipline policy ALWAYS supersedes the Athletic Code of Conduct. An athlete placed on school disciplinary probation will be dismissed from ALL sports programs for the entire school year.

Eligibility

The school follows the eligibility requirements established by the Nebraska School Activities Association. For all bylaws

regarding eligibility and transfers, go to:
<https://nsaahome.org/constitution-bylaws/>

Pre-Practice Requirements

All athletes must return the physical examination and parental consent form to the Varsity coach or Athletic Trainer.

Practice Sessions

All coaches should use good judgment in the length of practice sessions. All starting times of practices will be designated by the individual coach. All athletes are expected to be on the court or field at the time set by the coach. Under normal conditions, all athletes will be required to report to practice, dressed, no later than fifteen minutes from the time of school dismissal. An athlete who is late holds back the entire team.

Practice Regulations

In order that we may always have a well-rounded athletic program at Marian High School, and because of limited facilities for some sports, the following guidelines are followed concerning off-season and in-season practices:

- 1) The sport in season or the sport that has not yet finished its season will always have priority in gym usage.
- 2) No athlete will practice using schools facilities unless she is under the direct sponsorship of a coach, or use the weight room unless sponsored by the strength training coach or a coach of a Marian school sport.
- 3) No individual will be allowed to change sports during a season unless she has the approval of the coach of the sport she is quitting.
- 4) If a student is dropped from a squad because of disciplinary reasons, she may not practice for the next sport season, using school facilities or under

supervision of a coach, until the sport she was dismissed from is completed.

- 5) If an individual is cut from a squad by the coaching staff, she may then participate in another sport of that season if permissible under the rules of the Nebraska Schools Activities Association.

Cutting the Squad

Because of facilities and transportation, Marian High School is limited as to the number of participants it can carry on each squad. This varies with each sport.

When an athlete is cut, the coach may take time to explain to the individual why she is being cut. Generally this occurs when an individual does not wish to follow the athletic guidelines or when a coach determines a girl will not be able to compete on that level. Varsity competition is open to all girls grades 9-12. Based on the coach's decision, Varsity teams will be made up of the top competitors regardless of grade. When making selections for JV or Reserve teams, the highest level of athletes will be kept regardless of age. It is not uncommon to keep a younger athlete who shows high potential for growth over an older athlete.

Tryouts

Coaches will review the requirements for tryouts with the prospective students who are participating in tryouts. Once team members or casts are selected, students who did not make a team are allowed to discuss with the coach their tryout and what they can improve on. However, all tryout decisions are final and will not be discussed any further after the student-coach feedback session.

Uniform / Equipment Responsibility

All uniform/equipment will be checked out to individuals at the beginning of the season by the uniform equipment manager. The athlete will be responsible for this equipment and should be prepared to pay for the cost of replacement if it is not checked in at the end of the season in reasonable condition.

Athletes should check all uniforms, warm-ups, and equipment upon issuance. If there is any damage or questionable condition, it must be reported to the equipment manager immediately. Any damage not reported will be charged to the athlete at the end of the season.

It is the responsibility of the athlete to check in the equipment at the end of the season to the equipment manager, or immediately to the coach, should she quit a sport. If an athlete fails to check in her equipment at the designated time, she will be expected to pay for the cost of replacement. At no time should an athlete wear equipment checked out to her except for contests or practices. Any athlete found to be wearing school equipment outside of practice or possessing school equipment can expect to be treated as possessing property not belonging to her.

Uniform Security Deposit

A \$250 uniform deposit is required before a uniform will be issued to an athlete. This check will be held during the season and returned when the uniform or equipment is returned in reasonable condition at the end of the season.

Injuries

In the event of injury to an athlete, first aid will be rendered by the coach or athletic trainer. In case of serious injury, a parent

will be contacted. Marian High School has a full-time certified Athletic Trainer whose responsibility it is to evaluate, treat, and prevent injuries. Parents and athletes are encouraged to contact the Athletic Trainer for direction when dealing with athletic injuries.

If, in the case of injury, a parent cannot be contacted, the coach or Athletic Trainer is authorized to use their best judgment in obtaining medical care and service. Parents are obligated to pay for professional medical and/or related services. The school shall not be liable for the payment of such services.

Insurance

Marian High School requires participants in athletics to be insured against athletic accidents.

Physical Examination - Parental Consent

If your daughter intends to participate on any athletic teams at Marian, a new, yearly physical is required by the NSAA (Nebraska Schools Activities Association). In order to be valid for the 2022-2023 school year, this physical must be dated AFTER May 1, 2022. This is required of ALL students that wish to participate in any athletics for the 2022-2023 school year. You must complete the parental consent and signatures on both pages of the Marian form, even if you have a different form from your physician. Please [click here](#) to view a listing of students that have the required paperwork submitted. Contact Head Athletic Trainer [Melissa Brusnahan](#) at 402-934-1204 with any questions.

Student-Athlete Transportation Policy

Marian will not provide transportation to after school, off-campus game sites and practices unless the event is out of the Greater Omaha Metro Area. When transportation is provided, all drivers must be employees of the school, who meet all state guidelines for drivers, as well as the qualifications established by the insurance carrier for Marian. School-owned/provided vehicles will be used to transport students. Marian assumes no responsibility for students who use their personal vehicles to arrive at games or practices. The sponsor of the activity will plan for and approve the method of travel of each and every member student to and from the event. The school transportation policy is in effect when students are driving to events. Students must travel with the team to and from all events unless the parent personally takes the student from the event and written notice is given to the coach.

Students are not allowed to ride in a coach's personal vehicle.

Motor Vehicle Student Transportation Policy

Parents/others who choose to use a personal vehicle to transport students other than their child(ren) for school sponsored events are expected to hold liability insurance on their vehicle. In the event Marian has requested such transportation, the insurance liability remains with the vehicle of transport.

Charter Busses and Hotels

For a few State events, a team may stay in a hotel. All team members are required to stay with the team and follow the team itinerary.

Mandatory procedure for students/parents who have a concern:

1. Have the student meet with the coach to discuss concerns. If the student and the coach cannot reach a consensus the next step would be the following:
2. Email the coach and arrange a time that the coach can discuss the concern. This meeting can take place over the phone or in person at the discretion of the coach. Please do not talk to the coach before or after a practice or performance if a prior appointment has not been made. The student will be present for this meeting as well. **Meetings are NOT to be arranged for discussing playing time.** If you cannot reach a consensus with the coach on any other matters, the next step would be the following:
3. Email the athletic director to set up a meeting to discuss the concerns. The athletic director will contact the coach and the athlete to gather information for the meeting.

This procedure must be followed in the correct order. This is to insure that you and your student will be dealt with in a prompt and professional manner to resolve any concerns that may arise. The student and coach will be present for all meetings.

Communication in General:

Coaches will not use their personal cell phone or home/work phone for any type of communication for Marian athletics purposes. This includes texting and phone calls to student-athletes and parents. An email to group text message platform must be used by all coaches. Examples are: “Remind Me” or

head coaches may use Hudl. Your daughter’s coach will inform you of their method of communication.

Decorations for Metro, Districts, and State

Promotion of Marian’s teams on the interior of the building is limited to locker decorations only. The walls and hallways of Marian are not to be used for team decorations. The team parents will arrange a locker decorating time and date with their coach. Lockers are to be decorated one time each season. The decorations must be made of paper and attached with magnets only. ***No glitter is allowed on any locker or other decorations hung in the school.***

Marian’s Booster Club will pay for the Varsity team of each sport to have a banner made to display at the school during their season. The Booster Club representative of each sport will make arrangements for the picture. Senior banners are allowed for each sport but must be funded and ordered by the senior parents of that sport. There is a size restriction on the senior banners so that all sports have the opportunity to display these during their season.

If a team qualifies for State, driveway signs may be displayed the week of their State event. These will be at the expense of the team parents.

All banners and signs must use the Booster Club approved design and manufacturer.

LETTER REQUIREMENTS

An Athletic Letter is awarded to an athlete who meets criteria set up by the school and the coach. Being a member of a Varsity Team does not automatically grant an athlete a Marian Letter. Each sport has specific letter requirements and they are listed below.

GOLF - An athlete may letter by competing on the Varsity level in at least 33% of all regular season meets or 25% of all tournaments. Competing in Metro, District or State would also earn the golfer a letter.

CROSS COUNTRY - An athlete may letter by accomplishing one of the following:

1. Participating on the Varsity level in 25% of all meets through District.
2. Being a member of the select travel squad in 25% of all meets through District.
3. Being a state qualifier or alternate runner.
4. Being a senior who competes at least two seasons in good standing and with the coach's recommendation.

SOFTBALL - To be eligible for a letter, an athlete must play 33% of all regular Varsity season games, excluding District or State.

VOLLEYBALL - To be eligible, an athlete must play 33% of Varsity games in all matches played during the regular season, excluding District or State.

SWIMMING - To be eligible, a swimmer or diver must achieve either a secondary or automatic state qualifying time or mark.

BASKETBALL - To be eligible, layers can letter one of two ways:

1. Playing in 1/4 of all varsity quarters.
2. Becoming a significant varsity contributor by district time.

BOWLING – An athlete may letter by competing on the Varsity level in at least 33% of all regular season competitions. Competing in Metro, District or State would also earn the bowler a letter.

WRESTLING -

1. Any senior who has been in good standing for 4 years and contributes to the team for 4 entire seasons. (Since this is our first year this will be a future Letter requirement.)
2. Any Freshman, Sophomore, Junior or Senior who competes in 75% or more varsity matches.
3. Any varsity wrestler who scores 30 or more team points during the season in dual meets or tournaments.
4. Any varsity wrestler that qualifies for state.
5. At the coaching staff's discretion, a wrestler who has an injury/hardship which prevents her from the above criteria or has made a significant contribution that the coaches believe deserves a varsity letter.

*Varsity Letters are only awarded to athletes who finish the season in good standing

SOCCER - To be eligible, an athlete must be on the Varsity team and play in at least 33% of all regular varsity season games, excluding District and State.

TENNIS - To be eligible, an athlete must:

1. Win 50% or more dual matches, either singles or doubles.
2. Place in the top six of an invitational or Metro tournament.
3. Compete in State.

TRACK - To be eligible, an athlete must:

1. Place in a regular season invitational as an individual or in a relay.
2. Place in an individual event or relay in the conference meet.
3. Compete in State

ATHLETIC CHECKLIST

- ✓ Physical completed before tryouts begin.
- ✓ Parents and Athlete have read, signed, and returned the commitment letter.

- ✓ Parents have read, signed, and returned the parental consent form located on the back of the Marian physical form.
- ✓ Parents and Athletes completed reading the Athletic Handbook and have returned the signed acknowledgement form back to Marian.
- ✓ At least one parent and athlete have attended the Sports Athlete/Parent meeting.

Policy on Professional/Safe Environment Boundaries Between School Employees and Students

NOTICE: This policy is required by Nebraska law pursuant to Neb. Rev. Stat. § 79-879.

Definitions:

“Grooming” means building trust with a student and individuals close to the student in an effort to gain access to and time alone with the student, with the ultimate goal of engaging in sexual contact or sexual penetration with the student, regardless of when in the student's life the sexual contact or sexual penetration would take place;

“School employee” means a person nineteen years of age or older who is employed by a public, private, denominational, or parochial school approved or accredited by the State Department of Education. School employee also includes any person who is contracted with, or otherwise paid by the school or parish and who has access to or interaction with students, including all student teachers or interns.

Discipline for Violations:

A violation of this policy or any violation of professional/safe environment boundaries is misconduct and may result in disciplinary action, up to and including termination.

A violation of this policy by a school employee with an educator's permit or certificate may result in a referral to the State Department of Education. Consequences include suspension or revocation of the employee's permit or certification.

A violation of this policy may result in revocation of a school employee's safe environment certificate.

A violation of this policy involving sexual or other abuse will result in referral to the Department of Health and Human Services or local law enforcement.

Prohibited Activities:

All school employees are prohibited from violating professional boundaries with any student.

All school employees are prohibited from engaging in grooming behavior with any student.

All school employees are prohibited from engaging in any relationship that involves sexual behavior, sexual contact, or sexual penetration with a student while the student is enrolled at the school and for one year after the student graduates or otherwise ceases enrollment.

The following is a non-exclusive list of actions that will be regarded as a violation of the professional/safe environment boundaries that all school employees are expected to maintain with all students. **In addition, repeatedly engaging in any of these activities or a combination of these activities with the ultimate goal of engaging in sexual behavior, sexual contact, or sexual penetration with the student, regardless of when in the student's life the sexual behavior, sexual contact, or sexual penetration would take place, are examples of grooming as defined in this policy and are unacceptable:**

1. Using e-mail, text messaging, social media, or other electronic means to communicate with students on any

matters or subjects that do not pertain to school or school-related activities. School or school related activities include, without limitation, student homework, in class activities, virtual instruction, school sponsored sports or clubs, or any other school-sponsored activity.

2. Engaging in any kind of behavior or communication that could be reasonably construed as a sexual advance or a response in any positive manner to a student's sexual advance.
3. Being alone with a student anywhere with a closed door without a transparency plan in effect.
4. Showing a student any inappropriate or sexually suggestive material.
5. Telling jokes to a student with sexual themes or making sexually suggestive comments.
6. Invading a student's physical privacy when the school employee's duties do not require her/him to be in that location. For example, being present in a locker room when the school employee has no duty to be there.
7. "Friending" students with a personal social media account.
8. Initiating unwanted physical contact with a student.
9. Treating one student differently from other students either by providing privileges or failing to enforce school policy or impose other disciplinary action.
10. Discussing an educator's private personal matters with a student and inquiring about a student's private personal matters when there is no basis for concern about the student's health and safety.
11. Providing rides to a student in an employee's personal vehicle unless another safe-environment certified adult is present.

12. Meeting alone with a student outside of school for any reason.
13. Giving or receiving gifts to or from one student. A gift to a class or the same gift to a group of students is not prohibited.
14. Consuming alcohol in the presence of any student when the student's parent or guardian is not present.
15. Providing alcohol or illegal drugs or unauthorized drugs or medication to a student under any circumstances.
16. Any other behavior which could exploit the unique position of trust and authority between a student and employee.

Exceptions to the above prohibited activities include:

1. Communications or actions with the school employee's own children or relatives.
2. An emergency situation that affects the student's immediate health or safety.
3. An unplanned chance encounter at a public place.

Permissible methods to communicate with students outside of school:

1. Use of the school-approved email system or educational software to ensure transparency.
2. Text messages that include at least one other school staff member or one of the student's parents or guardians.
3. Use of social media through a school-approved social media account as a coach or supervisor of a school-

sponsored sport, club or activity, provided the communication is not one-to-one communication.

Permissible ways to engage with students when the employee has concerns about the student’s well-being:

1. Contact the guidance counselor or school principal and ensure the student’s parent or guardian is aware of your concerns.
2. Contact the student’s parents or guardian if the concern does not relate to the parent or guardian.
3. If you believe the student has suffered child abuse or neglect, contact the Nebraska Department of Health and Human Services Child Abuse Hotline (1-800-652-1999) or local law enforcement.

Reporting Grooming or Professional/Safe Environment Boundary Violations:

If any school employee has reason to believe another school employee has violated this policy, the school employee shall notify the President, Principal, Assistant-Principal or counselors, but within 24 hours.

If any school employee has reason to suspect that another school employee is grooming a student or has repeatedly engaged in the above prohibited activities, the school employee shall report the conduct to the President, Principal, Assistant-Principals or counselors.

After making the report to the Principal, the school employee and Principal shall co-report the grooming or repeated engagement in prohibited activities to the following:

1. The Nebraska Department of Education;
2. The Nebraska Department of Health and Human Services; and
3. Local law enforcement.

Records Retention:

The school employee shall document the reporting to each of the above entities by recording the date and time the report was made and the person to whom the report was given. The school employee shall provide a copy of her/his documentation of the above reports to the Principal of the School. The Principal shall keep such reports electronically or in hard copy so that they are readily available to any investigative authority.

Relationship to Omaha Archdiocesan Safe Environment Policies:

This policy does not alter or replace the Omaha Archdiocesan Safe Environment Policies which remain in effect and are applicable to school employees.

NOTICE: Nothing in this policy should be construed to replace or alter a school employee’s legal obligation to report suspected child abuse or neglect pursuant to Neb. Rev. Stat. § 28-711.

Reprisal or retaliation for good faith reports made by students or school employees is strictly prohibited.