



Section One Athletics

Athletic Competition Guidelines

Section One Diversity, Equity and Inclusion Policy



- I Section One Athletics and its member schools are expected to provide a welcoming and affirming environment for student-athletes, coaches, staff, and spectators with respect to race, color, sex, sexual orientation, gender identity, gender expression, religion, creed, national or ethnic origin, citizenship status, age, disability, veteran status or any other legally protected class. Such protection is a shared responsibility and a core value of our athletics program. Consistent with the New York State Dignity For All Students Act (DASA), Section One and its member schools are committed to provide all students with a safe and supportive environment free from discrimination, intimidation, taunting, harassment, and bullying.
- II The Dignity for All Students Act (DASA) requires the reporting of incidents of harassment, bullying, and/or discrimination to the superintendent, principal, or athletic director. School employees who witness harassment, bullying, and/or discrimination or receive an oral or written report of harassment, bullying, and/or discrimination shall promptly orally notify the principal, superintendent, or athletic director no later than one school day after such school employee witnesses or receives report. Such school employees should also file a written report in a manner prescribed by, as applicable, the school district, board of cooperative educational services (BOCES) or charter school with the principal, superintendent, or athletic director within two school days after making an oral report. The principal, superintendent or athletic director shall lead or supervise the thorough investigation of all reports of harassment, bullying and/or discrimination, and ensure that such investigation is completed promptly after receipt of any written reports made under Education Law section 13. At the conclusion of the district-led investigation, a summary of the findings and recommendations should be filed with the Section One office within five school days.
- III When an investigation verifies a material incident of harassment, bullying, and/or discrimination, the superintendent, principal, or athletic director shall take prompt action, consistent with the district's code of conduct including but not limited to the provisions of section 100.2(l)(2)(ii)(h), reasonably calculated to end the harassment, bullying, and/or discrimination, eliminate any hostile environment, create a more positive school culture and climate, prevent recurrence of the behavior, and ensure the safety of the individuals against whom such behavior was directed. Action steps may include, but are not limited to, counseling, mediation, restorative circles, or conflict resolution. Furthermore, school districts and/or membership schools within Section One are required to submit to SED an annual report of material incidents of harassment, bullying, and/or discrimination that occurred in such school year and that were reported to the district superintendent by the principal of each school within the district.¹

¹ See Educ. Law § 15; Commissioner's Regulations Part 100, 8 NYCRR § 100.2(kk)(2), (3). SED also receives Violent and Disruptive Incident Reporting ("VADIR") data in a similar format to the data it collects pursuant to DASA. This analysis refers only to DASA material incident reporting.



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Member Schools Pledge

Superintendents, Principals, and Athletic Directors sign off on a Section One pledge acknowledging their commitment to the aforementioned policy and guidelines in an effort to create a safe and supportive athletic environment for all athletes, coaches, officials, spectators and staff.

Pre-season Preparations:

- District/Athletic Director
 - It is recommended that:
 - The district provides seasonal event staff training for all supervisors.
 - Signs are posted at venues outlining sportsmanship expectations (see Appendix).
- Section One
 - Reviews NYSPHSAA Official's Announcement with all officials:

*The New York State Public High School Athletic Association requires officials to enforce all sportsmanship rules for athletes and coaches. We will not tolerate negative statements or actions between opposing players, especially trash-talking, taunting, or baiting of opponents including racial or discriminatory comments or slurs. If such comments are heard or actions seen, a penalty will be assessed immediately. **We have been instructed not to issue warnings.** Let today's contest reflect mutual respect.*
 - Review the officials reporting expectations related to unsportsmanlike conduct.
 - Conduct an annual review of all protocols and procedures pertaining to Athletic Competition Guidelines.

Event Management:

- District/Athletic Director
 - Adequate staffing is required by the host school to conduct safe interscholastic athletic events.
 - **Section One Operational Standard:** Spectators may not single out any athlete during a contest. This includes derogatory comments including the use of a player's name or uniform number.
 - **Section One Operational Standard:** Spectator remarks that are deemed inappropriate must be addressed by school officials.
 - It is recommended that:
 - **Section One Operational Standard:** The visiting team provides supervisors.
 - A pregame announcement be made to spectators (see Appendix).
 - The NYSPHSAA Sportsmanship Statement be read aloud to the teams and coaches by officials in advance of the game.
 - Event staff be strategically positioned, based on facility, to ensure a welcoming and affirming environment.



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Policy Framework

Framework Overview

For all actions which appear to violate DASA, member schools will:

- Address the incident immediately
- Conduct an investigation consistent with their district's Code of Conduct & Board of Education Policy

...For the purpose of reasonably ending the harassment, bullying or discrimination as well as:

- Creating a more positive school culture and climate
- Preventing recurrence of the behavior
- Ensuring the safety of student(s) against whom the behavior was directed

Standardized Investigation Practices

Sample Investigation and Report shall include:

Such report shall include information describing the specific nature of the incident, including, but not limited to:

- A detailed description, including the date (if known) and location (if known), of the alleged incident(s);
- the type(s) of bias involved (actual or perceived race, color, weight, national origin, ethnic group, religion, religious practice, disability, sexual orientation, gender, sex, or other). Where multiple types of bias are involved, they shall all be reported;
- The identity (if known) of anyone involved in the incident(s);
- whether the incident resulted from student and/or employee conduct;
- The section(s) of the Student Code that the individual has been accused of violating;
- whether the incident involved physical contact and/or threats, intimidation or abuse, including cyberbullying as defined in Education Law section 11(8);

Post DASA Investigation Summary Document

The summary must be submitted to Section One by the school district within five school days or as practicable from the conclusion of the incident.

The summary shall include the following:

- Description of the reported incident
- Redacted summary of the investigation
- Redacted summary of actions taken by the district



Section One Athletics Athletic Competition Guidelines



Incident Involving	Examples of in Game Actions	Suggested Post Game Actions
Spectators engage in acts against the dignity of athletes (e.g., racial epithets, signs) Operational Standard: - Spectators may not single out any athlete during a contest. This includes derogatory comments including the use of a player's name or uniform number. - Spectator remarks that are deemed inappropriate must be addressed by school officials. - It is recommended that the visiting team provide supervisors.	Upon notification of unidentifiable inappropriate behavior - Game staff, administrators, or Athletic Director/Designee must address those present at the venue - Reinforce the Section One pledge acknowledging their commitment to create a welcoming and affirming athletic environment for all athletes, coaches, officials, spectators and staff. In the event of specifically identifiable inappropriate behavior - Game staff, administrators, or Athletic Director/Designee must address the spectator(s) involved directly - Individual spectators may be removed from the venue. - If the behavior is displayed by a group, all involved may be removed from the venue - If the act is pervasive, all of the spectators will be removed from the venue allowing the game to continue without an audience. - Athletes and coaches may sit on their respective bench while the matter is addressed. - If the matter continues, coaches may remove their team from the field / court without threat of penalty or forfeiture.	- Statements are provided to the Superintendent from the A.D. - Investigation shall be conducted by both schools and a meeting arranged to discuss findings. - Video footage reviewed, if available - Spectator penalties will be aligned with the district's code of conduct and other applicable school policies and guidelines. - District/building level communication to each community, as necessary - Notification sent to Section One

Role of our spectators in supporting the educational framework of interscholastic athletics:

- ↳ Address the behavior
- ↳ Alert the event staff / school personnel
- ↳ Identify and alert the site supervisor providing details of the complaint and incident



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Incident Involving	Examples of in Game Actions	Suggested Post Game Actions
Student-Athletes engage in acts against the dignity of the opposing team members (e.g., racial or gender-based statements) Resources for Schools: NYSPHSAA • Sportsmanship Standard • Pregame announcement Section One • Operational Standards • Member School Pledge	Address Issue Immediately: • Coaches and/or Athletic Directors/Designee address the behavior and apply the district's code of conduct suspending the game if necessary. • Officials take appropriate action as deemed by NYSPHSAA handbook and Sportsmanship Standard ○ Including but not limited to assessing a game penalty, ejection, suspending the contest, etc.	• Conduct an investigation consistent with their district's Code of Conduct ... For the purpose of reasonably ending the harassment, bullying or discrimination as well as: ○ Creating a more positive school culture and climate ○ Preventing recurrence of the behavior ○ Ensuring the safety of student(s) against whom the behavior was directed • Counseling services available for all students • Participating in joint team practices when appropriate • Participating in captains/coaches luncheon • Direct communication between schools • Restorative Circles within or among teams led by staff designated by the Superintendent(s) • Notification sent to Section One

Role of our student-athletes in supporting the educational framework of interscholastic athletics:

- ↳ Address the behavior within your team and district
- ↳ Alert your captain, coach and official
 - Provide details of the complaint and/or incident
- ↳ Follow instructions of event staff / school personnel / coaches



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Incident Involving	Examples of in Game Actions	Suggested Post Game Actions
Coaches/School Staff engage in acts against the dignity of the opposing team members (e.g., racial or gender-based statements)	• Remove personnel or staff engaged in acts against the dignity of athletes (e.g., inappropriate statements) • Athletic Director/Designee address the behavior and apply the district's Code of Conduct.	• Conduct an investigation consistent with their district's Code of Conduct, Terms of Employment and District Board of Education Policy ... For the purpose of reasonably ending the harassment, bullying or discrimination as well as: ○ Creating a more positive school culture and climate ○ Preventing recurrence of the behavior ○ Ensuring the safety of student(s) against whom the behavior was directed • Counseling services available for all students • Direct communication between schools • Restorative Circles within or among teams led by staff designated by the superintendents. • Notification sent to Section One

Role of our coaches in supporting the educational framework of interscholastic athletics:

- ↳ Address the behavior within your team and district
- ↳ Alert the opposing coach and officials assigned to the contest
Provide details of the complaint and/or incident
- ↳ Alert the site supervisor
- ↳ Safely remove your team from the venue



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Role of Section 1	Suggested Actions
Section 1 • Create, design, and manage the collection of the Member Schools Pledge • Collect and retain incident reports • Share reported findings with Athletic Council and/or the sub committee designated to review and process such reports • Support schools throughout their investigation • Assist in any required mediation amongst involved districts	• Develop a Sportsmanship Manual • Officials associations ○ Officials Sportsmanship Announcement ○ Review expectations around reporting ejections • Define & develop an incident reporting tool • Plan and implement annual professional development and educational awareness opportunities for athletic directors, coaches and student-athletes • Establish a Diversity, Equity and Inclusion sub-committee • Conduct an annual review of all protocols and procedures pertaining to Athletic Competition Guidelines.



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Appendix

Statement for the beginning of each competition:

NYSPHSAA Pre-Game Officials Statement

The New York State Public High School Athletic Association requires officials to enforce all sportsmanship rules for athletes and coaches. We will not tolerate negative statements or actions between opposing players, especially trash-talking, taunting, or baiting of opponents including racial or discriminatory comments or slurs. If such comments are heard or actions seen, a penalty will be assessed immediately. We have been instructed not to issue warnings. Let today's contest reflect mutual respect.

NYSPHSAA Sportsmanship Statement

The New York State Public High School Athletic Association supports and encourages spectators to enjoy the competition between our student-athletes and cheer for their teams in a positive manner. Negative comments and behavior will be addressed by the appropriate site personnel. Spectators should "Be Loud, Be Proud, Be Positive" toward all players, coaches, officials and spectators. Thank you for your support and enjoy the game.

School District & Section One Sportsmanship Statement

It is the objective of _____ and Section One to have today's / tonight's game contested in the most sportsmanlike atmosphere possible. The officials have been instructed to tolerate absolutely no unsportsmanlike conduct from the players. We ask you the fans to help us reach our objective by conducting yourselves in a sportsmanlike and respectful manner. Let the players play, the coaches coach, and the officials officiate! Thank you very much for your cooperation and enjoy the game.



Member School Pledge

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Our district, _____, as a member school belonging to Section One of NYSPHSAA, has acknowledged our commitment to the aforementioned policy.

Signature of Superintendent / Chief School Officer

Signature of Athletic Administrator

Signature of Principal / School Name

Signature of Principal / School Name

Signature of Principal / School Name

Signature of Principal / School Name