

Extracted from the St. Mary Athletic Association Constitution

G. Coach and Volunteer Requirements

All individuals who will have contact (i.e., coaching, transporting, supervising, etc.) with student-athletes will undergo BCI & I fingerprinting, background check and must have completed "*Protecting God's Children*" training before they have any contact with student-athletes. This will be done at the individual's expense. The background screening documents will be secured in the Parrish Office and used for no other purpose than ensuring the safety of St. Mary student-athletes. No individual will be permitted to have contact with students until all requirements have been completed.

N. Coach's Responsibilities

The coaches/advisors bear the greatest responsibility for the development of sportsmanship as they have the greatest influence on the attitudes and behaviors of the players, parish and the community. Coaches/advisors must value the sportsmanship and teach it through their words and through example. The Coach will complete the duties outlined in the Athletic Program Seasonal Timeline (Attachment 1), and other activities associated with a successful athletic program. This includes, but is not limited to:

1. All Coaches and Assistant Coaches are required to attend the Protecting Gods Children Class, submit fingerprints and receive a background check through BCI&I, that is required by the Diocese. All coaches must submit an application. Coach applications will be reviewed by the Board. The Board's recommendation will be reviewed and approved by the Executive Committee. Applicants may address the Executive Committee regarding the coaching decisions.
2. All coaches should attend and successfully complete a Sports Medicine and CPR certification course; and keep the certification in good standing.
3. The coaches must have a Player, Parent meeting to discuss Parent responsibilities and requirements for Player participation.
4. There will be no individual team or sport fundraisers.
5. Head coaches need to be present at the majority of practices. An adult assistant coach or an adult designee must be present in the absence of the head coach.
6. Coaches are expected to promote teamwork, sportsmanship, and a desire to learn the sport and compete.
7. Coaches are expected to promote and encourage Christian fellowship among players during all practices and game play.
8. Coaches are expected to set an exemplary model for athletes, parents and spectators in all situations. Failure to set an acceptable model could result in suspension from coaching for a period determined by the Executive Committee and the Diocese. Reinstatement to coaching, even if approved by the Diocese, must be approved by the Executive Committee. It is the responsibility of the highest-ranking Board member in attendance to immediately notify the Board, the Executive Committee, and the Pastor of the situation.
9. Coaches should be adequately knowledgeable about the sport he/she is coaching.
10. Coaches are expected to ensure the participation in each game of each player according to the guidelines of the Diocese.

11. Decisions involving a team member's behavior will be made in a fair and impartial manner regardless of the probable effects on the winning or losing contests. Coaches having problems with a child's behavior will contact the commissioner and parents before administering any action that could affect a child's participation in a game.
12. The coach is responsible for the conduct and sportsmanship of him/herself and the team.
13. Abusive and/or foul language by the coach or his/her assistants at practices and/or games will not be tolerated and will result in disciplinary action by the Athletic Board.
14. Coaches are accountable for any equipment issued to them. Equipment must be returned to the Equipment Manager of the sport within two weeks and inventoried.
15. Coaches will provide practices, which stress the development of skills and techniques at specific levels of age and ability. Coaches in our 4th, 5th, and 6th grade developmental programs will stress fundamentals, skill development, discipline, and teamwork without losing sight of Christian values.
16. Coaches are expected to attend the diocesan coaches meetings and the St. Mary Athletic Commissioner's meetings for the sport they are coaching.
17. Each coach will provide to the Athletic Director the following as soon as available:
 - a. Amended Diocesan rule changes for the sport
 - b. A schedule of practice and game times and sites
 - c. Projected referee fees
 - d. A roster of players with assigned uniform numbers
 - e. A schedule of tournaments
18. Each coach will provide a written schedule for parents of the team members of all games and practices. This schedule will be provided in a timely manner. All attempts will be made to notify families/parents of changes.
19. Coaches or his/her representative must remain at the practice/game site until all team members have been picked up/accounted for.
20. Coaches do not have to play an athlete if the athlete's actions or conditions are not consistent with Diocesan guidelines:
 - a. Academically ineligible
 - b. Sick/ill
 - c. Unexcused missed practice
 - d. Absent
 - e. Suspended by Diocese
 - f. Other (Coaches or Athletic Association rules)
21. No player can be penalized for attendance at religious education functions and activities.
22. Coaches should communicate with the Diocesan Recreation Association directors through the St. Mary Athletic Director or St. Mary Athletic Commissioner.
23. Coaches are expected to attend the awards ceremony for their sport.
24. Coaches are to submit budget requests to the athletic director for an upcoming season within 30 days of the just completed season. Budgets not turned into the athletic director within this time period will be determined by the athletic director and the Saint Mary's Athletic Association Board.

25. The coach will work with the commissioner and conduct the pre-season player evaluations, as described in section X.F. of this Constitution. Evaluations will be performed under the guidance of the Board and the Executive Committee.
26. If there are enough players in a grade to form more than one team the Coaches and the sport's Commissioner will meet to distribute the athletes, in accordance with Section X.F.5 of this Constitution. The team distribution will be performed under the guidance of the Board and the Executive Committee.
27. Because these are Parish teams any team that includes Student Athletes that attend PSR, the team will not be permitted to practice before 4:00PM on Weekdays.

P. *Requirements for Participation*

1. To maintain academic eligibility, grades and student behavior will be checked by the Athletic Director at the beginning of the season and every two weeks thereafter. If a student is not meeting or exceeding the academic and behavioral standards in more than one subject the student goes on probation.
2. If a student is not meeting or exceeding the academic and behavioral standards in more than one subject the following two weeks the student then becomes ineligible until they are meeting or exceeding the academic and behavioral standards in all but one subject. If a student goes on probation twice during the season for not meeting or exceeding the behavioral standards that student immediately becomes ineligible for a two-week period of time.
3. An ineligible student will not be permitted to practice with the team or play in the games for a period of two weeks.
4. The students' principal, Athletic Director and/or coach/advisor have the right to suspend for any length of time a student athlete from participating in any sports activity as an appropriate disciplinary action for behavior that would reflect back on the student athlete as behavior not fitting a St. Mary Parish athlete.
5. All parish students are responsible for providing proof of eligibility. The student will not practice or play games until proof is given to the Athletic Director.
6. The Athletic Director has complete authority to implement and enforce the Parish Athletic Policy. Any situation that may arise and not covered by this policy will be reviewed by the Athletic Association within a two-week period.
7. The Athletic Director may ask the Athletic Association Board to review a situation and the Board will bring the situation to the attention of the Pastor. The Pastor's decision is final.
8. Players must be a member of St. Mary Church, enrolled in and attending PSR or a student at St. Mary School. The only exception would be those who are members of a nearby Catholic Church that does not have a team and are enrolled and attending PSR at their church.
9. Freshman High School eligibility for athletics is dependent upon the last quarter grades (8th grade). This is verified by the School Principal and transmitted to the new school IAW OHSAA requirements.

H. Grievance and Complaint Policy

Grievances and complaints will be addressed through the following procedure:

1. Comments or complaints are to be addressed initially with the coach at a time and place separate from all players, fans, et al. If issues are placed in writing, the coach or recipient will respond within 3 days acknowledging receipt and identifying the follow-on process. If a grievance persists, concerns must be presented in writing including the nature of the grievance to the commissioner or Athletic Director (AD) of the sport within one week of addressing the issue with the coach.
2. If the parent or coach is not satisfied with the resolution or none is agreed upon, a meeting of the coach, parent and Commissioner/AD may be called and could include the Board President, dependent upon potential conflicts of interest. It will be at the discretion of the Athletic Director to determine if it is appropriate to have the athlete present. If not done so earlier, the information concerning the grievance will be shared with the Executive Committee.
3. If there is no resolution at the previous step then the parent or coach may submit the grievance in writing to the Athletic Association Board and it will be reviewed at an executive session.
4. If the grievant is not satisfied, the case will be referred to the Pastor. We should attempt to resolve this prior to bringing issues to the Pastor's attention. In all cases, every individual involved must show Christian respect both publicly and privately, in actions and speech.