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Timothy L. Johnson Academy



ATHLETICS AND EXTRA CURRICULAR ACTIVITES HANDBOOK

2026 - 2027

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Scholar Athlete Code of Conduct

I have read and understand the expectations of being a middle school athlete at Timothy L. Johnson Academy, and I agree to be held by these expectations.

Scholar Name (printed):

Scholar Signature:

Parent/Guardian Signature:

Date: _____

Hazing, Vaping, and Social Media Code of Conduct

I have read and understand the expectations for hazing, vaping, and posting to social media at Timothy L. Johnson Academy, and I agree to be held by these expectations.
In order to be a part of this athletic program, this must be read and signed by the player and parent(s).

|| Scholar Name (printed):

Scholar Signature:

Parent/Guardian Signature:

Scholastic Athletic Offerings

Fall	Winter	Spring
Golf (6-8)	Cheerleading (6-8)	Girls Soccer (5-8)
Boys Soccer (5-8)	Girls Basketball (5-8)	Golf (6-8)
Esports (6-8)	Boys Basketball (5-8)	Archery (6-8)

Parent Meetings

Parent Pre-Season Meetings – All parents/guardians of scholar athletes are required to attend a pre-season meeting with the coaching staff of that sport. The meeting shall be held before the first contest. Parents/guardians will be informed of all the rules for their sport as well as the rules of Timothy L. Johnson Academy Middle School. If the meeting is not attended all paperwork that needs to be signed must be signed and returned before the athlete can participate in athletics or clubs.

Introduction

The Timothy L. Johnson Academy Middle School Athletic and Extra Curricular Activities Handbook is a reference guide for coaches, scholars and parents, concerning the policies that govern interscholastic athletics and activities at Timothy L. Johnson Academy Middle School.

The coach of an athletic team reports to the Athletic Director and is primarily responsible for the compliance by his/her team members to the rules, regulations, and policies governing athletics at Timothy L. Johnson Academy Middle School. The Middle School Athletic Director will administer these rules and regulations as they relate to inter-team and inter-coach relationships.

Sound reasoning, good judgement, and adherence to the school's core values will be the standard by which situations outside these stated rules and regulations are determined and evaluated.

Interscholastic athletics and activities is a voluntary program. Scholars are not obligated to participate, thus participation in middle school athletics is a privilege and not a right. Accompanying this privilege is the responsibility to adhere to standards established for the middle school athletic program. This privilege may be revoked if the athlete fails or refuses to comply with these rules.

It should be carefully noted that the policies and procedures detailed in this handbook are reflective of official action by the Timothy L. Jotwohnsen Board of Directors and Administration.

Mission Statement

The mission of the Athletic and Activities Department at Timothy L. Johnson Academy is to aid in the academic, emotional, and physical development of our scholars through the promotion of teamwork, sportsmanship, and athletic competition.

Athletic Department Core Values

1. Responsibility
2. Integrity
3. Trust
4. Teamwork
5. Enthusiasm
6. Respect

Our Coaches

The coach is the “living curriculum” for the scholar athlete. Coaches at Timothy L. Johnson Academy Middle School are the most significant components of the athletic program. They are both teachers and active participants at the same time. They always have the responsibility to model moral behaviors and attitudes.

In order to be an effective coach and role model, TLJAMS coaches must also be thoroughly knowledgeable in their sport, capable of detailed preparation, able to motivate athletes, able to make adjustments during competition, and work effectively under the authority of the Middle School Athletic Director.

School Equipment

1. Scholars are responsible for all equipment to them. Athletic uniforms are supplied for the sole purpose of athletic participation. This equipment is not to be used for any other purpose.
2. When the season is over, all equipment and uniforms are to be returned to the coach who will keep inventory of all items issued to the team. The coach will then submit the end-of-season inventory list to the Athletic Director in a timely manner following the season.
3. The parent is responsible for the dollar replacement cost of any lost or damaged school issued equipment or uniforms.
4. The uniform budget will be allocated and reviewed by the Athletic Director according to a rotation schedule.

Extracurricular Conflicts

If a conflict arises involving an athletic contest and an event related to another school activity, the coach and teacher/sponsor will discuss whether accommodations can be made to allow the scholar to participate in both events. If an arrangement is not reached in this manner, the scholar and parent(s) will decide how best to proceed in the best interest of the scholar. Teachers and coaches may assign alternative work/tasks in place of the missed event. No additional or punitive penalties may be assessed beyond the loss of benefits (e.g., grades, participation) inherent in the event itself. It is understood that contests will take priority over practices.

Bad Weather

Lightening and Severe Storms: The Athletic Director, in consultation with the coaches, officials, and school administration, will make decisions based on IHSAA guidelines for scholar athlete safety. The goal is to have a decision made by 2 p.m. for any cancellations.

General Information

Schedules

The scheduling of all athletic events and practices is determined by the Athletic Director in cooperation with each coach. The coach may issue a schedule to the students and parents as soon as possible in each season. If practice is understood to be every day, there may not be a printed practice schedule issued. All practices will end by 5:00 p.m.

Team Pictures

A professional photographer will take team pictures and individual pictures early in each season. These pictures are purchased by the scholars and must be pre-paid in envelopes provided to the scholars about a week prior to picture day. Any problems or mistakes with the orders should be reported to the Athletic Department.

and the Middle School Administration. Our coaches take seriously the opportunity they have to mold young lives.

Our Parents

Parents of scholar athletes have a responsibility to both their child and to the team. Without strong parental support the scholar athlete will not be able to achieve his/her greatest potential and/or the team may suffer. It is important that parents provide positive reinforcement and understand their role as being part of the team. Parents, as well as players, should always be supportive and encourage coaches and teammates.

Parents are not coaches and learning to trust coaches is a key step to learning the value of the life lesson experiences athletics provides. It is also important that parents honor the mission and vision of TLJAMS when attending athletic events. For TLJA's athletic program to be successful, coaches, scholar athletes, and parents must always make a firm commitment to these beliefs.

Our Athletes

Timothy L. Johnson athletes should be diligent in preparation, always give 100%, demonstrate personal discipline, be respectful in all situations, maintain self-control, show humility, and aggressively pursue excellence regardless of the score, opponent, time, referee, or situation. The ultimate and final responsibility rests upon the shoulders of the scholar athlete, for it is the scholar athlete who is accountable to his/her parents, coach, and school.

Eligibility For Interscholastic Participation

All scholar athletes at Timothy L. Johnson Academy Middle School must be exemplary members of the student body. Therefore, minimum standards of academic achievement have been adopted for scholar athletes to establish and maintain eligibility.

1. Academics – Timothy L. Johnson Academy Middle school academic standards are high. The standards acknowledge that academic achievement takes precedence over athletic participation. Therefore, TLJAMS academic standards have been established at levels higher than those required in most schools. These standards, as well as specific eligibility/ineligibility information are as follows:

- A. Each scholar athlete will be assigned a letter grade (see Timothy L. Johnson Academy Middle School Handbook) as an evaluation for each class taken. Grades in all classes will count and will be weighted equally.

- B. Each scholar athlete is assumed to be eligible for athletic participation until a declaration of ineligibility is made by the Middle School Principal or his agent, the Athletic Director.

- C. For the purpose of academic ineligibility declaration, a scholar's quarterly grades and semester grades will be the sole basis of consideration. Progress reports can help a scholar regain eligibility but may not be used to declare ineligibility.

Safety

Accidents/Injuries

If an accident or injury occurs and is witnessed by a coach, the athlete will be evaluated by the coach and then they will notify the parent(s). The coach will submit a written accident report to the Athletic Department within 24 hours. If the injury is serious, the coach will call emergency services, the parent(s), and the athletic director.

All injuries should be treated with caution and handled with care. The parents will be contacted in the event of all injuries and consulted with in any decisions made in regard to treatment and rehabilitation.

Coaches treat any acknowledged condition in a confidential manner with which the information is related by the parent or guardian. If an athlete misses practice on the request of a physician, the athlete should have a note of clearance before returning to practice. Please note that according to IHSA rules, if an athlete misses more than six consecutive practices/games, they must have four practices before they are allowed to compete again. If they miss more than ten, they then must have six practices. While Middle School athletics is not governed by the IHSA, we do follow their recommended guidelines.

Return-to-Play Protocol

Purpose

The purpose of the Return-to-Play Protocol is to protect the health and safety of student-athletes following an injury, illness, or medical incident.

Starting Season Late

A scholar may start a season late if the reasons are acceptable to the coach and the Athletic Director. If a cut has been made the scholar must go through a three-day, try out period. If the scholar is determined to be good enough, they may be added to the team. No one may be cut to make room for this scholar.

If a scholar transfers to Timothy L. Johnson Academy Middle School once a season has already begun, they will be considered as a new scholar with new opportunities and will be permitted to try out for a team.

Multiple Sport Policy

To fully accomplish the mission statement of Timothy L. Johnson Academy Middle School athletics, we, the coaches, and athletic administrators, must encourage all of our student athletes to participate in multiple sports. A multiple sport athlete has two to three times the opportunity to develop friendships, character, competitive experience, reap the benefits of cross training, etc. than a single sport athlete.

If a scholar athlete approaches a coach or athletic administrator about his/her thoughts on the pros and cons of being a multiple sport athlete, it is our job to carefully give the scholar athlete an objective evaluation of his/her options. Never should a coach discourage participation in other sports. Coaches should share as much information with the student athlete as possible to help him/her make the best-informed decision he/she can make.

D. Any failing grade ("F") (at quarter or semester) or a quarterly composite of less than 2.0 will render a scholar athlete ineligible or placed on probation.

E. Once a scholar athlete is declared ineligible due to academic shortcomings, the period of ineligibility will last until the next formal, written scholar academic evaluation (i.e., the progress update) occurs. At that time, the entire academic record of the ineligible athlete will be reevaluated. The academic criteria applicable for the quarterly grading periods (no "F's" and a minimum grade point average of 2.0) will also be the standard of reevaluation at the time of the progress report update. After the grades have been re-computed for the progress report update, any ineligible scholar regaining eligibility status (no "F's" and a minimum grade point average of 2.0) will be immediately allowed to compete as a team member per recommended IHSA guidelines. If, however, an ineligible scholar athlete does to re-establish eligibility at the time of the progress report update, that scholar athlete will be dropped from the team. Furthermore, if a scholar athlete is declared ineligible at a quarterly grading period, regains eligibility at the time of the progress report update, and subsequently is declared ineligible at the next quarterly grading period, that scholar athlete will be dropped from the team. In other words, any time a scholar athlete is ineligible twice during the same athletic season (defined as the time tryouts are held until the last interscholastic contest is completed), that scholar athlete will be dropped from the team.

- F. In the event a scholar athlete has met all academic performance during a time period when he/she is in no immediate danger of being declared ineligible, the coach has the authority to institute measures of accountability to help the student athlete get back on track.
- G. The appeal procedure relative to any academic problems/policies is similar to the one addressing athletic eligibility decisions. Decisions may be appealed by approaching the coach first, the Middle School Athletic Director, and then the principal.

2. Conduct – Each scholar athlete is expected to adhere to all appropriate TLJAMS standards of scholar conduct. Violations of the Scholar Code of Conduct could affect participation in athletic activities. It is also expected that scholar-athletes will conduct themselves at, during or after practices and contests in ways that would represent the mission and vision of Timothy L. Johnson Academies in all that they do or say.

3. Trying Out for a Team if Ineligible – A scholar athlete who is ineligible for athletic participation at the time team tryouts are held will be allowed to try out for the team. It should be clearly understood, however, that the possibility of that scholar athlete not regaining eligibility status at the time of the progress report update and the probability that the scholar athlete will miss some interscholastic competition and therefore, perhaps adversely affect team performance and team accomplishment, will be a major consideration on behalf of the coaching staff when selecting team members.

4. Remaining on a Team After Being Declared Ineligible – It is entirely possible that a scholar athlete will be eligible when trying out for a team, will make the team, and will become ineligible after making the team. either before or after the season

No Quit Policy

If a scholar is fortunate enough to be selected for a position on one of Timothy L. Johnson Academy athletic teams, it is important that he/she makes a firm commitment to that team. Therefore, quitting a team after being selected for the team is strongly discouraged. If any scholar athlete quits a team after being selected as a member of that team, that scholar athlete is prohibited from trying out for another Timothy L. Johnson Academy School extracurricular team during the same season. Furthermore, it should be clearly understood that the action of another scholar athlete quitting a team will certainly be among the criteria considered by coaches or subsequent teams on which a student athlete desires a position. Exceptions may occur if both coaches/directors agree it is in the best interest of the scholar.

Playing Time Policy

While it is true that our coaches and administrative personnel believe it to be important to broaden the experiences of Timothy L. Johnson Academy Middle School athletes, and that broadening is enhanced by playing time, it is also an important goal of the Timothy L. Johnson Academy Middle School athletic program to strive toward excellence. Therefore, no minimum per game playing time provisions or minimum number of athletic meets in which athletes must compete are established at the Middle School level. Play time decisions are left up to the individual coaches but providing meaningful playing time is encouraged.

Handling Problems/Solving Disputes

The athletic department encourages the offended party to go directly to the one with whom he/she has a problem (e.g., scholar athlete should talk to the coach at an appropriate time prior to parental involvement and prior to going directly to the Athletic Director).

If the situation is not resolved, the offended is encouraged to seek a solution by speaking to the next person in authority. In simple terms, an athlete should approach a coach first, and if unresolved, the athlete, parent, and coach should meet next, then the Middle School Athletic Director. If the athlete and parent do not feel that proper process was followed, they may take the matter to the principal by providing their concerns in writing.

It is absolutely necessary that this chain of command be followed specifically. If not, the upper-level authorities will direct the offended party to solve the problem at the appropriate level.

has started. If this occurs, the scholar athlete will, of course, be ineligible for the prescribed period of time. If this scholar athlete fails to re-establish eligibility at the completion of the first period of ineligibility (progress report update), the scholar athlete may be dropped from the team.

5. Practicing with the Team if Ineligible – Generally speaking, ineligible scholar athletes should be spending time correcting situations that rendered them ineligible. Therefore, it would be ill advised for scholar athletes to be practicing with the team on a regular basis, and an ineligible scholar cannot accompany the teams to interscholastic contests. There are times, however, when coaches need these scholar athletes at practice for the sake of team continuity. The discretion of the coach, with the concurrence of the Athletic Director, will dictate the necessity and frequency of the attendance of a scholar athlete at practice. At no time will an ineligible scholar athlete be permitted to miss school to practice or accompany his/her team on an athletic trip.

6. Suspension from School- A disciplinary action severe enough to warrant scholar suspension is certainly serious enough to eliminate the scholar athlete from all participation in interscholastic sports for at least the duration of the suspension. Therefore, any suspension, whether in-school or out of school, as deemed by the Middle School Administration, will render a scholar athlete ineligible to attend practice or an interscholastic contest during the time of suspension. Further disciplinary action could be taken by the Middle School Principal and/or Athletic Director.

Physical Form & Parent Consent

1. For a scholar to be allowed to try out for a team or practice with a team, he/she must have a current physical form on file in the athletic office prior to the first practice of each year. You can acquire an IHSA Physical form in the Athletic Office. Physicals for middle school athletes are good for one calendar year from the date signed by the attending physician.
2. For a scholar to be allowed to participate on any team, he/she and their parent/guardian must have signed and returned to the athletic department the following forms: Parent Code of Conduct Form, Concussion Acknowledgement Form, and the Anti-Hazing/Anti-Bullying Policy, thus agreeing to abide by the terms of the Timothy L. Johnson Academy Middle School athletic code.
3. There are other forms that may be required for participation on a team. These will be provided by the coach and/or athletic department.

Transportation

1. Middle School teams may receive two-way transportation to away contests via one of our school buses. It is the parents' responsibility to make sure their athletes have a ride home from Timothy L. Johnson Academy Middle School.

Attendance at School

A scholar athlete must attend school on the days of an athletic practice and contest in order to participate in that practice or contest. Some specific circumstances are as follows:

1. Scholars who are absent from part of the school day and are granted a non-illness related excused absence (i.e., a dental appointment) will be allowed to participate in the practice or contest that day.
2. Scholar athletes must be at school by 11:00 a.m. or have been present for five periods of the school day.
3. Any unexcused absence from school, regardless if it is only for a particular day, will render an athlete unable to participate in the day's events. This would include in-school suspension or skipping school.

It is possible of course, that emergency situations may arise (e.g., illness, death in a family, etc.) that render it impossible for an athlete to attend a practice session or an athletic contest. Absences should be few and far between and arranged with the coach as early as possible.

Absences from practice	
Excused Absence	No Action
Unexcused Absence 1 st offense	Conference with coach and discipline of athlete.
Unexcused Absence 2 nd offense	Suspension from the next interscholastic contest.
Unexcused Absence 3 rd offense	Dismissal from team (Athlete forfeits all awards)

Absences from Athletic Contest	
Excused Absence	No Action
Unexcused Absence 1 st offense	Suspended from next two interscholastic contests
Unexcused Absence 2 nd offense	Dismissal from team (Athlete forfeits all awards)

- Scholars will be released to their parents after an away contest with written consent to the coach before leaving TLJAMS. Scholars may be released to another adult only with written consent from the parent(s). (Verbal consent may be taken into consideration in emergency situations.
- Coaches are responsible to stay with scholar athletes until all scholars have been picked up whether at home or away events.

Student Athlete Code of Conduct

All Middle School scholar athletes will adhere to the following code of conduct. A violation can result in suspension or expulsion from an athletic team.

As an expression of Timothy L. Johnson Academy Middle School's mission, the Middle School Discipline Policy is intended to support the interdisciplinary process for students, and to serve as a reflection of TLJAMS and as an extension of the home. As such, the primary purpose of the discipline process is to produce growth in scholars while maintaining an environment of learning and order and providing support to parents.

Under the guidelines of these principles, the goal of Timothy L. Johnson Academy Middle School through the disciplinary process is to : - Provide an environment of order and respect that promotes an atmosphere conducive to learning – Apply necessary and appropriate consequences for choices – Keep lines of communication open with parents by communicating disciplinary outcomes – Guide in the relationship with coaches, Timothy L. Johnson Academy Schools, its employees, and its scholars – Use relational

influence to produce growth, correction, and right choices- Do so in a context that seeks the best interest of both the involved parties and the scholar body as a whole.

The conduct of participants in athletics at Timothy L. Johnson Academy Middle school, in or out of the school, year-round, shall be as follows: 1. Not to reflect discredit upon our school, teammates, coaches, and 2. Not to create a disruptive influence on the disciplinary, moral or education environment in our school. Any such misconduct violating these principles shall be subject to disciplinary measures above and beyond the Middle School Code of Conduct.

The Athletic Director shall enforce all rules and regulations as described in the Code of Conduct for athletes. The Code will be enforced by the coach of each sport during the year. Please see the complete Athletic Code of Conduct for detailed information regarding enforcement, procedure, and appeal.

Scholar athletes are expected to demonstrate the following behaviors and characteristics:

Integrity in the keeping of one's word, speaking the truth, carrying out responsibility and respect authority. Respect for self, Timothy L. Johnson Academy Middle School, coaches, officials, fans, and the property of others- Courtesy extended in all relationships – athlete to athlete or athlete to coach, stewardship of the property, supplies, and equipment of Timothy L. Johnson Academy Middle School, as well as wise stewardship of personal items.

Scholar athletes are expected to refrain from the following: - Tardiness to practices or competitions – Careless and/or reckless behavior – The inappropriate use of cellular

forth in the Athletic Disciplinary Actions section of the Athletic Handbook. As such, a 1st offense will result in the scholar athlete not being allowed to participate in 10% of the contests for that season, carried over to the next sports season, if necessary.

In order to promote a safe, respectful environment as it relates specifically to the use of locker rooms, it is our policy that no scholar athlete should be in the locker room without adult supervision. A coach must be present in the locker room immediately prior to, during (if appropriate) and after all athletic practices and contests. Coaches are responsible for distributing school issued locks to scholar athletes.

Furthermore, coaches are responsible for providing the Athletic Department with a list of all athletes assigned locker numbers, lock numbers and combinations. Lastly, coaches are responsible for collecting locks at the conclusion of the season.

The Athletic Department reserves the right to open any scholar athlete's lock for due cause. In addition, the Athletic Department reserves the right to charge any offending scholar athlete reimbursement for any abuse of athletic facilities and equipment that may result in monetary loss.

Attendance at Practice and Games

Each member of Timothy L. Johnson Academy Middle School athletic team must assume the responsibilities associated with such a position. The athlete has an ethical obligation to the team and the school. This obligation includes regular attendance at practices and athletic contests.

Scholars who choose to initiate and/or participate in bullying activities of any kind will be subject to intention and/or disciplinary actions. Consequences can include loss of designated school privileges and opportunities, suspensions, expulsions, or legal action by the police and/or courts.

Procedures to be followed for suspected or reported bullying behavior:

Staff, scholars, or parents report the incident and suspected behavior immediately to a school staff member who will ensure that the incident is reported to the appropriate school administrator.

Appropriate school personnel will immediately investigate the incident and follow the established guidelines for investigation, intervention, and notification of parents of all parties.

Bring resolution to the incident in a timely manner and inform all parties involved as to the findings and actions to be taken.

Locker Room Policy

Just as participating in interscholastic athletics at TLJAMS is a privilege, so too is the use of all athletic facilities and equipment. Great care should be taken to be respectful of all facilities, equipment and resources that have been provided.

Any misconduct or disrespect involving athletic facilities or equipment will be considered an "Other Code of Conduct Violation" and will be considered a Type "B" offense as set

phones, cameras and other electronic devices- In appropriate public displays of romantic affection (I.e., holding hands, kissing, excessive hugging) – Profanity and vulgar or offensive speech and/or gestures – Dishonesty in any form, including lying, theft, or cheating – Gambling – Rebellious or disrespectful attitude – Flagrant disrespect or disobedience – The distribution of sexually suggestive material via cell phones, cameras and computers- Harassment or bullying in any form, both physical and/or sexual in nature, whether verbal or physical, which are unsolicited, unwelcome, inappropriate, and/or demeaning, that interfere with an individual's performance, or create an intimidating, hostile, or offensive atmosphere. Physical harassment includes threats or intimidation of any nature, and inappropriate verbal or physical conduct which creates a hostile, offensive, or fearful environment. Examples of threats or intimidation include, but are not limited to, provoking a fight, fighting, bullying, acts that inflict injury or damage, and/or acts intended to control by fear and/or intimidation. – Hazing in any form (please see specific area on hazing policy) – The use and/or possession of tobacco, alcoholic beverages, illegal drugs, and the abuse of prescription medication.

Violations of this policy may also result in random drug testing, per Timothy L. Johnson Academy Middle School, at the expense of the student. (Please see specific reference to consequences below) – Immoral sexual conduct – Use or possession of weapons and/or dangerous items on school premises or at any athletic event (I.e., guns, knives, explosive devices, etc.).

Scholar – Athlete Code of Conduct

Mission Statement

The mission of the Athletic Department at Timothy L. Johnson Academy Middle School is to aid in the academic, emotional, and physical development of our scholars through the promotion of teamwork, sportsmanship, and athletic competition.

It is a privilege to represent our school in interscholastic athletics. This is a tremendous responsibility, one that our scholar athletes should always recognize.

All scholar athletes shall adhere to the Athletic Code of Conduct as fully detailed in the Athletic Handbook. Any violation or misconduct shall be subject to the disciplinary measures contained herein, above and beyond those rendered by the appropriate Middle school authority. It should be noted that the Athletic Code of Conduct both includes and is in addition to the Middle School Code of Conduct.

Discipline Policy and Procedures

The following sets forth the Athletic Department policy regarding athlete misconduct and corresponding athletic disciplinary measures:

Physical – direct physical contact including pushing, hitting, shoving, biting, hair-pulling, scratching, spiting, tripping, damaging, or stealing victim's property, locking person in room, mean faces, rude gestures, initiating or forcing inappropriate touching.

Verbal Assault – naming calling, put downs, racist remarks, teasing, threats, spreading rumors, sending inappropriate (violent, sexual, malicious, etc.) notes or pictures in any medium (cell phone, internet, etc.)

Social – Ostracism, exclusion, ignoring, being unfriendly, alienating, social isolation, rumor spreading, damaging someone's reputation.

Psychological – acts that instill a sense of fear or anxiety, aggressive or menacing gestures.

The Anti-Bullying Policy will be enforced in accordance with TLJAMS Code of Conduct guidelines, which states:

It is the expectation of the administration that scholars always adhere to the TLJAMS Code of Conduct (and the TLJAMS anti-bullying policy).

It is therefore also understood that violations of the Code of Conduct both inside and outside of school, including breaks from school, may be addressed as a disciplinary concern by the administration. Scholars are specifically considered to be under school jurisdiction at any time at which they are under the direct supervision of Timothy L. Jonson Academy Middle School and its employees, including when riding a school bus or attending a school function or activity.

Anti-Bullying Policy

Timothy L. Jonson Academy Middle School is committed to maintaining a safe learning environment in which all members of our community treat each other with civility and respect and that is free from all forms of harassment, including bullying and cyber-bullying.

The State of Indiana defines bullying as any overt, unwanted, repeated acts or gestures, including verbal or written communications or images transmitted in any manner (including digitally or electronically, physical acts committed, aggression, or any other behaviors) that are committed, by a scholar or a group of scholars against another scholar with the intent to harass, ridicule, humiliate, intimidate, or harm the target scholar and create for the targeted scholar an objectively hostile school environment:

1. Places the targeted scholar in reasonable fear of harm to
2. The targeted scholar's person or property
3. Has a substantially detrimental effect on the targeted scholar's physical or mental health
4. Has the effect of substantially interfering with the targeted scholar's academic performance; or
5. Has the effect of substantially interfering with the targeted scholar's ability to participate in or benefit from the services, activities, and privileges provided by the school. (Indiana Code 20-33-8-0.2)

Timothy L. Johnson Academy Middle School will not tolerate any behavior that is considered bullying, intimidation, or harassment of another scholar(s). Such behavior includes, but not limited to;

Individual Team Rules – Each Head coach will furnish his/her athletes with specific rules and/or regulations that apply to that team. Individual team rules and discipline may go beyond those listed in this handbook but cannot be a lesser standard. The Athletic Director must approve these individual team rules.

Enforcement of the Scholar-Athlete Code of Conduct – The Middle School Athletic Director is responsible for the overall enforcement of policy as described in the Athletic Code of Conduct. All rules and regulations regarding behavior and/or training as outlined in IHSAA guidelines are applicable. Each Head Coach is directly responsible for the enforcement of said policy for their team during the year, in connection with the Athletic Director. All athletes and parents/guardians are required to sign the acknowledgement, consent and disclosure documents stating that they understand the policies and disciplinary measures set forth in the Scholar-Athlete code of Conduct. A new Scholar-Athlete Code of Conduct form must be signed each year and is in force at all times.

Procedure-Violations of the Scholar-Athlete (and Middle School) Code of Conduct should be brought to the attention of the appropriate authority. The review of the violation will be made by the appropriate authority. (Coach, Middle School Athletic Director, or Middle School Administration). The appropriate authority will then meet with the player (and coach when appropriate) to determine and communicate appropriate disciplinary action taken as set forth in the Athletic Code of Conduct will not be grounds for appeal. In the event that a parent feels the Athletic Director has not followed due process as stated in the Athletic Code of Conduct, the parent may submit to the Superintendent, in writing, an explanation of the factors they believe were not

properly followed by the Athletic Director.

Athletic Disciplinary Actions

Please note that the athletic disciplinary actions below are in addition to the Middle School Code Discipline Procedures.

Athletic Disciplinary Actions

Please note that the athletic disciplinary actions below are in addition to the Middle School Code of Conduct Discipline Procedures.

Types of Violations	Occurrence	Disciplinary Action
Type "A1"		
Possession, distribution, use or under the influence of alcohol or illegal drugs and the abuse of prescription medications. Immoral sexual Possession /distribution of pornographic materials, sexting. Inappropriate use of cell phones, cameras or other devices resulting in invasion of privacy or sharing of sexually explicit materials. Felonies, misdemeanors, theft.	1st 2nd	33-50% of the contests for that season, carried over to the next season, if necessary. Suspended from athletics for 365 days.

Hazing Policy

Hazing in any form is neither tolerated nor consistent with any educational or athletic goal at Timothy L. Johnson Academy Middle School.

“Hazing” refers to any activity expected of someone joining a scholar organization that humiliates, degrades, or risks emotional and/or physical harm, regardless of the person’s willingness to participate.

Hazing activities are considered physically abusive, hazardous, and/or sexually violating. The specific behaviors or activities within these categories vary widely among participants, groups, and settings. Typical hazing practices would include personal servitude; sleep deprivation; restrictions on personal hygiene; yelling; swearing; insulting new members/newcomers; being forced to wear embarrassing or humiliating attire in public; consumption of vile substances or smearing of such substances on one's skin; brandings; physical beatings; binge drinking and or drinking games; sexual simulation and sexual assault. Any activity that intimidates or threatens the scholar with ostracism; that subjects a scholar to extreme mental stress, embarrassment, shame, or humiliation; that adversely affects the mental health or dignity of the scholar; or discourages the scholar from remaining in school is considered hazing.

Hazing in any form will not be tolerated at Timothy L. Johnson Academy Middle School and will result in disciplinary actions. There may be other disciplinary consequences as well, administered by the coach, athletic department, Middle School Administration, and/or Superintendent.

e-cigarettes. School suspensions not addressed in specific categories. Carryovers will be determined by the Athletic Director.	2nd	25% of the contests for that season. Service project opportunities are not an option for 2 nd type B offenses.
	3rd	Suspended from athletics for 365 days.

All consequences discussed in the Athletic Disciplinary Procedures are left to the discretion of school leadership for more significant offenses.

Multiple Violations – In the event of multiple violations of different types of offenses, the Athletic Director will consider facts and circumstances in administering the appropriate disciplinary action.

Awards – Determination of the impact, if any, on various awards and recognition will be made by the Athletic Director, in consultation with the respective coach.

Social Media Policy

Posting any material to a social media site deemed to be inappropriate or in violation of the Timothy L. Johnson Code of Conduct will result in discipline up to and including expulsion. An example of inappropriate posting of material could include posting fights, hazing, vaping, and other illegal behaviors.

Lower percentage not to go below 33% with approved service project. Carryover will be determined by the Athletic Director.		
Type “A2” Offenses		
Harassment or bullying in any form, physically, mentally, and/or sexually in nature. Hazing in any form. Careless /reckless behavior resulting in property or physical damage.	1st	25-50% of the contests for that season, carried over to the next season, if necessary.
	2nd	Suspended from athletics for 365 days.
Lower percentage not to go below 25% with approved service project. Carryover will be determined by the Athletic Director.		
Type “B” Offense		
Carless/reckless behavior. Inappropriate displays of affection. Profane or vulgar speech/gestures. Dishonest in any form including lying, theft, or cheating. The use and/or possession of tobacco including	1st	10-25% of the season, carried over to the next sports season, if necessary. Lower percentage not to go below 10% with approved service project.