

PCHEA WARRIORS ATHLETIC HANDBOOK



2026-2027

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SECTION 1 – WARRIORS FOUNDATION

1. Christ-Like Champions

How athletes, coaches, parents, and supporters conduct themselves on and off the field reflects the heart, motives, and purpose behind everything we do.

At PCHEA Warriors, we are committed to developing **Christ-like champions**—not only in competition, but in character.

Our athletes, coaches, parents, and supporters are expected to model:

- Christ-centered attitudes
- Self-control in competition
- Humility in victory
- Grace in defeat
- Love toward teammates, opponents, and officials

We compete to win—but more importantly, we compete to honor Christ.

“For bodily training is of some value, but godliness is of value in every way...”

— 1 Timothy 4:8

2. Mission, Vision & Identity

Mission

To develop athletes who honor Christ through competition, character, discipline, and teamwork.

Vision

To build a unified, Christ-centered athletic program that:

- Pursues excellence
- Develops leaders
- Strengthens families
- Competes with integrity

Identity: Warriors for Christ

PCHEA Warriors exists to raise up young men and women who:

- Compete with purpose
 - Lead with humility
 - Represent Christ boldly
-

3. Culture of Honor

The PCHEA Warriors Culture of Honor is rooted in Matthew 22:37–40:

- **Love God. Love people.**

PCHEA Warriors is an **expressly Christian organization**, and **all** participants—athletes, coaches, parents, and leadership—are expected to reflect Christ in all interactions.

To honor means:

- To treat others with respect and value
- To elevate others above yourself
- To represent Christ in both words and actions

All participants—athletes, coaches, parents, and leadership—are expected to:

- Demonstrate respect at all times
- Encourage rather than tear down
- Act in a way that reflects the PCHEA Christian values

We are committed to building a culture that:

- Encourages rather than tears down
- Demonstrates humility in victory and grace in defeat
- Reflects integrity, respect, and Christ-like character

Participation in PCHEA Warriors Athletics is a privilege, and all individuals are expected to represent the program in a way that honors God and others.

Violations may result in disciplinary action, see [Section 13 – Discipline & Appeals](#), as determined by the Sports Director, Athletic Director, or PCHEA Board.

SECTION 2 – PROGRAM OVERVIEW

4. Overview of PCHEA Warriors Athletics

PCHEA Warriors Athletics exists to provide homeschool student-athletes the opportunity to compete in a structured, Christ-centered environment while developing discipline, teamwork, and character.

Warriors Athletics:

- Operates under PCHEA leadership
- Operates in alignment with TIAIO standards across all sports
- Provides opportunities across multiple sports and seasons
- Prioritizes both spiritual and athletic growth

5. Commitment to the Team

Commitment is a core character trait expected of all Warriors athletes.

Athletes participating in PCHEA Warriors are expected to:

- Prioritize their Warriors team over outside teams during the season
- Communicate conflicts in advance
- Demonstrate reliability and accountability

Failure to uphold commitment expectations may impact participation.

Athletes who choose to leave a team mid-season may not return until the following season.

SECTION 3 – GOVERNANCE & LEADERSHIP

6. Authority Structure

PCHEA Warriors Athletics operates under the authority of:

1. PCHEA Board
2. Athletic Director
3. Sports Directors
4. Coaches

All participants are expected to respect and follow this leadership structure. ([See Appendix D](#)).

7. Athletic Director

The Athletic Director provides:

- Vision and leadership for all sports
- Oversight of compliance and policy
- Program development and growth
- Alignment with TIAO standards

8. Sports Directors

Sports Directors are responsible for:

- Managing individual sports programs
- Supporting and overseeing coaches
- Communication with families
- Ensuring sport-level compliance

9. Coaches

Coaches are responsible for:

- Player development (skill and character)
- Practice planning and execution
- Communication with athletes and families
- Upholding Warriors standards and policies
- Coaches operate under the direction of the Sports Director and Athletic Director and are expected to fully support and implement all program policies and decisions.

10. Communication & Conflict Resolution

All communication, concerns, and conflict within Warriors Athletics will follow the [Matthew 18 Principle, see Appendix E](#), requiring direct communication first, followed by appropriate leadership involvement when necessary. Skipping this process or addressing concerns outside of this structure is not aligned with Warriors expectations.

When concerns arise, they should follow this order:

1. Individual → Individual (*direct conversation*)
2. Athlete/Parent → Coach
3. Coach → Sports Director
4. Sports Director → Athletic Director

11. TIAO Authority Statement

All Warrior sports operating under TIAO will follow TIAO General Rules and Sport-Specific Plans. In any case where a conflict exists between this handbook and TIAO rules, TIAO rules will govern.

SECTION 4 – ATHLETE & PARENT EXPECTATIONS

12. Placement Model

PCHEA Warriors follows a **placement-based model**, not a cut-based tryout system.

- Every athlete has the opportunity to participate
- Evaluations determine role, level, and placement
- Teams may be limited by capacity, but not by exclusion

Athletes are placed based on:

- Age
- Skill level
- Readiness
- Team needs

13. Parental Support / Spectator Conduct

Parents are vital to the success of Warriors Athletics and are expected to:

- Encourage all players, coaches, and officials
- Support coaches, Warrior leadership, PCHEA Board and respect their authority
- Refrain from coaching from the sidelines
- Model Christ-like behavior

Negative or disruptive behavior may result in removal from events.

A. Spectator Conduct & Event Expectations

All spectators are expected to demonstrate respect, self-control, and Christ-like sportsmanship at all Warriors events.

Disruptive, inappropriate, or disrespectful behavior toward athletes, coaches, officials, or other spectators will not be tolerated.

Game officials and/or Warriors Athletics leadership have the authority to remove any spectator from an event immediately if behavior is deemed inappropriate or disruptive. **No warning is required.**

If a spectator is asked to leave, the **decision is final for that event.**

14. Practice Expectations

Athletes are expected to:

- Be on time and prepared
- Remain for the full duration of practice
- Follow coach instruction
- Demonstrate effort and discipline

Practice schedules and communication will be provided by each sport.

15. Attendance Policy

Attendance is essential for team success.

Unexcused absences:

- Disrupt team development
- May impact playing time

- Reflect lack of commitment

Excused absences may include:

- Illness
- Family emergency
- Academic commitments

Athletes must communicate directly with coaches regarding absences.

16. Fees & Financial Commitment

Participation includes:

- PCHEA Membership Fee
- Sport-Specific Fees
- Possible Postseason Costs

Fees are:

- Due by established deadlines
 - **Non-refundable**
 - Based on program commitments
- ❖ *Financial assistance may be available through fundraising and other means.*
- ❖ *Failure to meet financial commitments may result in suspension from participation until the account is current.*
- ❖ *Participation fees are non-refundable once the season begins, except in cases approved by the Athletic Director.*
-

17. Uniforms & Equipment

Athletes are responsible for:

- Proper care of uniforms
- Returning issued items
- Wearing complete uniform at games

Uniforms remain property of PCHEA Warriors, unless otherwise indicated by Sports Director.

18. Required Forms & Physicals

Before participation, all athletes must have:

- Completed registration forms
- Signed release forms
- Current physical

Athletes may not participate until all documentation is complete. Athletes must be medically cleared before returning to participation following injury. PCHEA Warriors reserves the right to restrict participation if an athlete is deemed at risk, regardless of external clearance.

19. Transportation

Transportation to and from events is the responsibility of families.

20. Facility Stewardship

Warriors athletes and families are expected to:

- Respect all facilities

- Clean up after use
 - Leave spaces better than they were found
-

21. Standards of Conduct

All participants in PCHEA Warriors Athletics—including athletes, coaches, parents, and spectators—are expected to conduct themselves in a manner that **reflects Christ-like character at all times**.

PCHEA Warriors is an **expressly Christian organization**, and all individuals represent the program both on and off the field. Participation in Warriors Athletics is a privilege, and all participants are expected to uphold the values and expectations outlined in this handbook.

A. Expected Conduct

- Demonstrate respect toward coaches, teammates, opponents, officials, and spectators
- Exhibit self-control in all situations
- Encourage and support others
- Communicate in a positive and respectful manner
- Follow all team, program, and facility rules
- Represent PCHEA Warriors with integrity in both public and private life

B. Unacceptable Conduct

- Disrespectful, demeaning, or inappropriate behavior
- Use of profanity or harmful language
- Negative or confrontational interactions with officials, coaches, Warrior leadership, PCHEA Board, or opponents
- Disruptive or divisive behavior within a team or program
- Actions inconsistent with the PCHEA Christian values
- Any behavior that brings harm to self, others, or the reputation of PCHEA Warriors

C. Substance Use Policy

PCHEA Warriors Athletics is committed to maintaining a safe, Christ-centered environment for all participants. PCHEA Warriors events and activities are **substance-free environments**.

1. Student-Athletes:

The use, possession, or influence of the following is strictly prohibited for all student-athletes:

- Illegal drugs
- Alcohol
- Tobacco, vaping, or similar substances
- Nicotine products, including nicotine pouches (*such as Zyn or similar products*)
- Any substance that impairs judgment, alters behavior, or compromises safety

This expectation applies at all PCHEA practices, games, and events, as well as in personal life, as student-athletes represent PCHEA Warriors at all times.

2. Coaches, Parents, and Spectators:

The use, possession, or influence of the following is not permitted at any PCHEA Warriors event:

- Illegal drugs
- Alcohol
- Tobacco, vaping, or similar substances

- Nicotine products, including nicotine pouches (*such as Zyn or similar products*)
- Any substance that impairs judgment, alters behavior, or compromises safety

All participants are expected to model behavior that reflects the values of PCHEA Warriors Athletics.

D. Event Conduct Expectations

- Student public displays of affection (*PDA*) are not permitted
- All participants are expected to demonstrate respect, and integrity
- All behavior should reflect the PCHEA Christ-centered values

E. Enforcement of Conduct

PCHEA Warriors reserves the right to remove any parent, spectator, or participant from an event for behavior deemed inappropriate, disruptive, or inconsistent with program values. Repeated violations may result in suspension from future events.

F. Accountability

PCHEA Warriors reserves the right to address any behavior that does not align with this policy.

Failure to meet these standards may result in disciplinary action as outlined in [Section 13 – Discipline & Appeals](#).

SECTION 5 – ELIGIBILITY & PARTICIPATION

22. Athlete Eligibility Requirements

All student-athletes participating in PCHEA Warriors Athletics must meet eligibility requirements established by PCHEA and aligned with TIAO standards.

Eligibility is required:

- Prior to participation
- Throughout the entire season
- For all practices, games, and postseason play

Failure to meet eligibility requirements may result in suspension or removal from participation.

23. Academic Eligibility – Academics First

PCHEA Warriors Athletics affirms that **academics are the primary responsibility** of every student-athlete.

- Athletics are **secondary** to academic performance
- Families maintain authority over homeschool academic standards
- If academic performance becomes unacceptable, participation may be limited or paused

24. Age & Grade Eligibility

Eligibility is determined by:

- Age
- Grade level
- Years of participation

General guidelines:

- **Middle School:** Typically ages 10–14
- **High School:** Based on grade level and participation years

A. Warriors Age Eligibility Rule (TAIAO-Aligned for ALL Sports)

PCHEA Warriors Athletics applies TAIAO age eligibility standards across **ALL sports**, regardless of league affiliation.

Age eligibility is determined by the athlete's age as of **May 31** of the current participation year.

The following applies:

- Athletes who are **14 years old on or before May 31** are considered **High School eligible**
- Athletes who are **under 14 as of May 31** are considered **Middle School eligible**
- Athletes may not turn **19 on or before May 31** to remain eligible for High School participation

Roster classification must reflect eligibility based on age.

Athletes may be placed on Middle School, Junior Varsity, or Varsity teams based on readiness and program needs; however, **eligibility classification (*Middle School vs High School*) is determined strictly by age.**

Any exception requests (*including playing down*) must be approved by the Athletic Director and, when applicable, TAIAO.

Failure to comply with eligibility rules may result in:

- Athlete ineligibility
- Team forfeitures
- Loss of postseason eligibility

Each sport may include additional eligibility parameters consistent with TAIAO standards.

25. Year of Participation

A “**year of participation**” is defined as:

- A 12-month period beginning **June 1 and ending May 31**
- A sport is counted in the year in which the season concludes

A. High School Participation Limit (4-Year Rule)

A student-athlete is limited to **four (4) years of high school participation**. This standard is applied across **all PCHEA Warriors sports**, regardless of league affiliation, to maintain consistency and program integrity.

High school participation is defined by participation in a **high school-level contest**, not simply by team placement, practice participation, or playing up during development.

Middle school athletes may participate in practices or team activities without impacting eligibility; however, **participation in a high school-level contest may count toward the four-year limit.**

Athletes and families will be notified when participation may impact high school eligibility.

26. Participation Definition

A student is considered a participant if:

- They are listed on a roster **AND**
- Participate in any regular season contest, event, or game

Participation:

- Impacts eligibility
 - Applies regardless of duration or reason for participation
-

27. “ONE TEAM RULE”

PCHEA Warriors enforces the TAI AO-aligned **One Team Rule**:

A student-athlete may **NOT** participate on more than one team in the **same sport** during the **same season**.

This includes:

- TAI AO teams
- Non-TAI AO teams
- Club/select teams

Violation of this rule:

- Results in athlete ineligibility
 - May require forfeiture of contests
-

28. Club / Select Participation

Athletes MAY participate in club/select sports under the following conditions:

Allowed:

- During **Off-Season**
- During **Summer**

NOT Allowed:

- During **Regular Season**
- During **Spring/Fall Training (team season)**

This ensures:

- Team unity
 - Fair competition
 - Compliance with TAI AO rules
-

29. Multiple Sport Participation (*Within Warriors*)

PCHEA Warriors supports multi-sport athletes.

Athletes may:

- Participate in multiple sports with PCHEA Warriors throughout the year

However:

- The **in-season sport takes priority**
- Off-season participation should not conflict with in-season commitments

Athletes will NOT be penalized for:

- Choosing not to participate in off-season activities

30. Eligibility Violations & Consequences

An athlete may be declared ineligible for:

- Violating the One Team Rule
- Failing to meet academic expectations
- Providing false eligibility information
- Violating participation or roster rules

Consequences may include:

- Suspension from games
- Removal from roster
- Team forfeitures (*if applicable*)

31. Reinstatement of Eligibility

An athlete may be reinstated when:

- The violation has been corrected
- Requirements are met
- Approval is granted by:
 - Sports Director
 - Athletic Director

Final determination rests with PCHEA leadership.

32. Roster Requirements & Participation Status

All athletes must:

- Be officially registered
- Be included on team rosters
- Meet eligibility prior to participation

Roster inclusion:

- Determines postseason eligibility
- Confirms participation status

33. Roster Finalization

Roster deadlines and finalization will follow TIAO sport-specific requirements where applicable. Once roster deadlines are submitted for league or postseason eligibility, rosters are considered final.

SECTION 6 – TEAM STRUCTURE & PLACEMENT MODEL

34. Warriors Placement Philosophy

PCHEA Warriors Athletics is committed to a **development-first, Christ-centered, no-cut model**.

- Every athlete is valued
- Every athlete has opportunity
- Every athlete has a role

In alignment with TIAO standards, **athletes are not cut from teams**, but are placed in roles and levels that best support:

- Individual development
 - Team success
 - Program growth
-

35. Placement Process *(Not Traditional Tryouts)*

PCHEA Warriors does **not conduct elimination-based tryouts**. Instead, we utilize a **placement-based evaluation process**:

- Athletes participate in evaluations or clinics
- Coaches assess skill level, readiness, and potential
- Athletes are placed on a team and in a role

Placement may include:

- Team level (Varsity, JV, Middle School)
 - Position or role
 - Development track
-

36. Team Levels & Structure

Warriors Athletics is structured to support athletes at all stages of development.

A. Middle School (MS)

- Typically ages 10–14
- Focus on development, fundamentals, and team experience

B. Junior Varsity (JV)

- Transitional level
- Skill development and preparation for varsity competition

C. Varsity

- Highest level of competition
 - Reserved for athletes demonstrating readiness and ability
-

37. Varsity Participation Policy

Varsity is:

- A **level of competition**, not a guarantee of playing time
- Based on readiness, ability, and team needs

Guidelines:

- Junior and Senior athletes are prioritized for Varsity placement
- Placement does NOT guarantee:
 - Starting position
 - Equal playing time

Coaches determine roles based on:

- Skill
 - Effort
 - Team strategy
-

38. Role-Based Team Structure

PCHEA Warriors emphasizes **team unity over individual status**.

Athletes may serve in different roles, including:

- Starter
- Rotational player
- Development player

All roles are:

- Valued
 - Necessary
 - Essential to team success
-

39. Multi-Team Program Growth Model

As participation grows, Warriors Athletics may:

- Field multiple teams per sport
- Expand levels within a sport
- Create development squads

Team creation is based on:

- Registration numbers
- Coaching availability
- Facility capacity

This allows:

- More athletes to participate
 - Better development pathways
 - Stronger long-term programs
-

40. Placement Adjustments

Placement is not always permanent.

Adjustments may occur:

- Early in the season
- Based on development
- Based on team needs

Final placement decisions are made by:

- Coaches
 - Sports Director
-

41. Missed Evaluations / Late Registration

Athletes who:

- Miss evaluations
- Register after deadlines

May:

- Be placed based on available roster space
- Receive alternative evaluation opportunities

Placement depends on:

- Team capacity
 - Timing
 - Program needs
-

42. Multi-Season Sports

Certain sports (*such as Cheer*) may operate across multiple seasons.

Cheer may:

- Participate in Fall (Football / Volleyball)
- Participate in Winter (Basketball)

Guidelines:

- Placement applies across all seasons
 - Participation expectations remain consistent
 - Athletes may have different roles depending on season needs
-

43. Playing Time Philosophy

PCHEA Warriors is a **competitive athletic program**.

Therefore:

- Equal playing time is **NOT** guaranteed
- Playing time is earned

Coaches consider:

- Effort
- Attitude
- Skill
- Game situation

Athletes and families are expected to:

- Support team decisions
- Understand the competitive nature of athletics

- ❖ *Playing time is at the sole discretion of the coaching staff.*
 - ❖ *Playing time discussions will not occur during or immediately after games.*
 - ❖ *Parents must follow the [Matthew 18](#) communication process for any concerns.*
-

44. Commitment to Development

While playing time may vary, every athlete will:

- Be coached
- Be developed
- Be valued

The goal is not just participation— it is **growth, discipline, and preparation for future opportunities**.

SECTION 7 – TRAINING & PRACTICE RULES

45. Definition of Practice

A practice is defined as:

- Team or individual instruction in sport-specific skills

- Coach-led conditioning
- Organized team activities

Activities NOT considered practice:

- Meetings
 - Film study
 - Weight training
 - Injury treatment
 - Water/rest breaks
 - Voluntary conditioning
-

46. Off-Season Rules

The Off-Season is designed for **optional development only**.

- Participation is **strictly voluntary**
 - Cannot impact team placement or playing time
 - Maximum: **300 minutes per week**
 - Time window: **6:00 AM – 9:00 PM**
-

47. Spring / Fall Training

Training seasons (Spring or Fall depending on sport):

- **Optional participation**
 - Max **18–32 practice days** (sport dependent)
 - Max **12 hours per week**
 - Max **3 hours per practice**
 - **No competitions allowed**
 - **No Sunday activities**
-

48. Summer Activities

Summer participation is **optional**.

Limits:

- Max **2 hours per day**
 - Max **8 hours per week**
 - No required attendance
 - Cannot impact placement or playing time
-

49. Regular Season Practice Rules

- Practices may begin based on sport-specific calendar ([See Appendix B](#))
 - Max **3 hours per practice**
 - Typically:
 - Early season: up to 2 practices/day
 - In-season: 1 practice/day
-

50. Sunday Policy

PCHEA Warriors Athletics:

- Does **not schedule practices or competitions on Sundays**
- Honors family time

SECTION 8 – SEASON STRUCTURE

51. Annual Athletic Calendar [\(See Appendix A\)](#)

The Warriors athletic year follows:

- Off-Season
 - Spring / Fall Training
 - Summer
 - Regular Season
 - Postseason
-

52. Off-Season

- Optional participation
 - Begins at conclusion of season
 - Ends at start of next training cycle
 - Focus: development & recovery
-

53. Training Seasons

- Sport-specific (Spring or Fall)
 - Optional participation
 - Skill development focus
-

54. Summer Season

- Strength, conditioning, skill development
 - Optional participation
 - Limited hours
-

55. Regular Season

- Official competition season
 - Practices and games allowed
 - Governed by sport-specific limits
-

56. Postseason

- Regional / State competition
 - Additional rules may apply
 - Roster eligibility required
-

SECTION 9 – GAME & COMPETITION RULES

57. Scheduling

- No Sunday games
- Avoidance of Wednesday practices is preferred. If necessary, practices should conclude by 5:00 PM
- Games scheduled within season windows
- Must follow league requirements

58. Game Limits

Each sport follows:

- Season game limits
- Weekly limits
- Tournament limits

59. Weekly Participation Limits

Athletes may not:

- Exceed weekly game limits
- Participate beyond allowable contests

60. Game Day Expectations

Athletes must:

- Arrive prepared and on time
- Wear proper uniform
- Demonstrate sportsmanship

61. Officials & Game Administration

- Certified officials required (*where applicable*)
- Coaches and players must respect officials
- Games must follow governing rules

62. Reporting Requirements

- Scores and stats must be reported (*MaxPreps where applicable*)
- Failure to report may impact postseason eligibility

63. Prayer & Christian Witness

- Prayer is encouraged before and after games
- Team devotionals are highly encouraged and recommended
- Warriors represent Christ in all competition

SECTION 10 – SPORT-SPECIFIC RULES

64. Individual Sports

All PCHEA Warriors sports operate under **TAIAO General Rules and Sport-Specific Plans**, where applicable.

In addition, each sport will provide a **Warriors Sport Program Guide**, which outlines sport-specific expectations, schedules, and communication details.

All Sport Program Guides must align with the PCHEA Warriors Athletic Handbook. In the event of a conflict, the Athletic Handbook and TAIAO rules will govern.

- For detailed season calendars, practice limits, and sport-specific guidelines, refer to:
 - [Appendix B TAIAO Master Calendar & Practice Limits](#)

SECTION 11 – NON-TAIAO SPORTS

65. Non-TAIAO Sports Policy

All non-TAIAO sports will adhere to Warriors Unified Policies including:

- Off-season limit: **300 minutes/week**
- Summer limit: **2 hours/day, 8 hours/week**
- Practice limit: **3 hours/day**
- **Voluntary** participation requirements
- **No Sunday** activities

Multi-season sports (e.g., Cheer) must ensure total weekly participation across all activities does not exceed these limits.

All non-TAIAO sports will follow Warriors eligibility standards aligned with TAIAO age rules.

66. Future Sports

All future sports will:

- Follow Warriors Handbook
- Align with TAIAO where applicable
- Maintain consistency across program

SECTION 12 – COACH REQUIREMENTS & DEVELOPMENT

67. Coaching Expectations

Coaches must:

- Lead with integrity
 - Develop athletes physically and spiritually
 - Follow all policies
-

68. Certification & Training

Coaches must:

- Complete required certifications
 - Follow concussion protocols
-

69. Concussion Protocol

Guidelines:

- Immediate removal if suspected
 - No same-day return
 - Medical clearance required
 - Gradual return-to-play process
-

70. Professional Development

Sports Directors will participate in:

- Monthly leadership meetings
- Training in:

- Communication
- Team building
- Program growth

SECTION 13 – DISCIPLINE & APPEALS

71. Philosophy of Discipline

Discipline within PCHEA Warriors Athletics is rooted in Biblical principles of correction, accountability, and restoration.

Our goal is not punishment, but growth—helping each athlete develop Christ-like character, responsibility, and respect for others.

Whenever possible, discipline will reflect the [Matthew 18](#) principle:

- Direct communication
- Honest correction
- Opportunity for restoration

We lead with grace, but we do not remove accountability. Repeated or serious behaviors may result in stronger consequences to protect the integrity of the team and program.

All discipline within PCHEA Warriors Athletics is directly connected to the [Standards of Conduct outlined in Section 4](#). These standards define expectations for athletes, coaches, parents, and spectators. When those expectations are not met, the discipline process provides a consistent and grace-centered approach to correction, accountability, and restoration.

Discipline is not separate from our culture—it is how we protect and reinforce it.

72. Player Discipline

Discipline within PCHEA Warriors Athletics is intended to develop character, promote accountability, and maintain a Christ-centered environment.

Behavior is addressed based on severity, frequency, and impact on the team. While each situation is evaluated individually, discipline is guided by a structured framework focused on correction, accountability, and restoration.

General discipline levels and responses are outlined in [Appendix E – Player Discipline Framework](#).

PCHEA Warriors reserves the right to escalate discipline at any time based on the severity of the situation. Not all situations will follow progressive steps. Certain violations may result in immediate escalation to a higher level regardless of prior incidents.

Repeated violations or patterns of behavior will result in escalation of discipline, regardless of the severity of the initial offense. Failure to demonstrate growth may accelerate movement to higher levels of discipline.

Discipline decisions may be adjusted based on the severity of the incident, the athlete's response to correction, and the overall impact on the team and program.

Participation in PCHEA Warriors Athletics is a privilege, not a right.

73. Coach Discipline

Includes but not limited to:

- Reprimands
- Suspension
- Removal

74. Ejections & Suspensions

Includes but not limited to:

- Immediate removal from contest
- Additional consequences based on severity

75. Appeals Process

Steps:

1. Coach
2. Sports Director
3. Athletic Director
4. PCHEA Board

- ❖ *Appeals must follow the established chain of command.*
- ❖ *Decisions may not be revisited once final authority has been exercised.*
- ❖ *TAIAO-related eligibility or competition rulings may be subject to TAIAO appeals processes where applicable.*

76. Final Authority

Final decisions rest with:

- Athletic Director
- PCHEA Board

SECTION 14 – CULTURE & CHARACTER

77. Appearance Standards

Athletes must:

- Be well-groomed
- Wear uniforms properly
- Represent Warriors with integrity

78. Year-Round Philosophy

- Balance is encouraged
- Off-season participation is optional
- No penalties for non-participation

79. Culture of Honor

PCHEA Warriors Athletics is built on a Christ-centered Culture of Honor rooted in Matthew 22:37–40:

- ***Love God. Love people.***

All participants are expected to reflect Christ-like character in their words, actions, and attitudes at all times.

For the full Culture of Honor statement and expectations, please refer to [3. Culture of Honor in Section 1](#).

80. Responsibilities of Players & Parents

Athletes and parents will:

- Respect authority
- Demonstrate sportsmanship
- Encourage others
- Represent Warriors well

SECTION 15 – COMPLIANCE FRAMEWORK

PCHEA Warriors Athletics maintains a structured compliance system to ensure alignment with Warriors policies and TIAO standards. The following tools support consistency, accountability, and program integrity across all sports.

*Detailed responsibilities for implementation are outlined in the **PCHEA Warriors Roles & Responsibilities Manual**.*

81. Coach Compliance Checklist

- Practice limits followed
 - Off-season voluntary
 - Eligibility verified
 - Game limits followed
-

82. Practice Compliance Tracker

- Weekly hour limits
 - Attendance tracking
-

83. Eligibility Checklist

- Forms completed
 - Academic review
 - Roster verified
-

84. Season Compliance

- Schedule within limits
 - Reporting completed
 - Rules followed
-

SECTION 16 – APPENDICES

- A. [Athletic Year by Sport](#) *(Aug–July)*
- B. [TAIAO Master Calendar & Practice Limits](#)
- C. [Contact Directory](#)
- D. [Warrior Athletics Authority Structure](#)
- E. [Matthew 18 Principle](#)
- F. [Player Discipline Framework](#)
- G. **Forms & Documents**
 - 1. [Parent & Athlete Commitment Agreement](#)
 - 2. [Athlete Physical Evaluation Form](#)