

## Discriminatory Behavior

The following steps should be taken if an incident of discriminatory behavior occurs or has been reported.

When discriminatory behavior is heard or seen by an official:

- Apply NFHS rules as it should be enforced resulting in the appropriate penalty, which may include ejection from the contest.
- Speak with both coaches immediately regarding the incident that occurred and ensure that coaches address their teams on expected behaviors for the remainder of the competition.
- Officials immediately alert event management of what has occurred so event management can follow through with the school(s) involved.
- Officials should report the incident to their assigner at the conclusion of the contest.
- Applicable NFHS rules should always be enforced.

Note: the NFHS disapproves of any form of taunting which is intended or designed to embarrass, ridicule, or demean others under any circumstances including based on race, religion, gender, or national origin.

The WIAA encourages participants to report discriminatory behaviors to officials and event management when they occur during a game. Below are the steps expected for officials and event management to take when such behaviors are reported.

When discriminatory behavior is reported to an official by a student or coach:

- Stop the game, send the teams to their benches, alert other crew members, and bring both coaches and captains together to discuss what was reported. Explain to both coaches/captains what behaviors were reported and that any such behavior will not be allowed to continue, and consequences will occur if reported again, including potential postponement of the game.
- Return coaches to their athletes to explain what was reported and the consequences that will be applied if the behaviors continue.
- Officials immediately alert event management of what has been reported so event management can contact administrator(s) present at the game and follow through with the school(s) involved.
- Officials should report the incident to their assigner at the conclusion of the contest.
- Discriminatory behavior reported to event management by an official, student or coach:
- Alert officials to stop the game, alert the crew, send the teams to their benches, and have the crew bring both coaches and captains together to discuss what was reported. Explain to both coaches/captains that those behaviors will not be allowed to continue, and consequences will occur if reported again, including potential postponement of the game.

- Return coaches to their athletes to explain what was reported and the consequences that will be applied if the behaviors continue.
- Officials and event management should be in communication throughout the remainder of the game regarding alleged behaviors.
- Event management needs to contact administrator(s) present at the game and follow through with the school(s) involved.
- Officials should report the incident to their assigner at the conclusion of the contest.

For a second occurrence, the process should be repeated. At the discretion of the officials, they can include a warning that if it continues, the contest will be terminated. If the warning is given to the coaches, the crew should meet with game management to make sure they are aware that a third occurrence will result in the termination of the game.

Upon consultation with game management, the crew may terminate the contest on the first or second occurrence if deemed egregious and a safe resolution cannot be reached. The assigner must be notified prior to the termination of the contest.

### **Discriminatory Behavior Policy Simplified**

- Official “hears” or “sees” behavior or behavior is “reported” to Official by anyone
- Apply NFHS rules as applicable
- Stop the game
- Communicate to entire crew what happened
- Bring coaches together: Inform both coaches of what happened & have them address teams
- Send players to their benches
- Post-game: Inform your assigner of incident
- 1st or 2nd Occurrence?
- Inform game management/Consult w/game management/Resume Play?
- Inform game management? YES NO
- Stop the game and communicate to entire crew what happened
- Give coaches a few minutes to address their teams
- That player said...

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